



EAST

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*Helping Legislators Become More Effective Leaders &
Building Stronger State Legislative Institutions*

Creating a Culture of Excellence: Legislative Leadership



The Robert D. and Billie Ray Center

Featuring

Excellence with Integrity™ Knowledge and Tools



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COMPACT FOR EXCELLENCE TEMPLATE

In order to do our **best work** and treat each other with **respect and care**,
we each agree to/not to:

- »
- » Be present and participate
- » Respect each other and the process
- » Candid conversations
- » Active listening
- » Essential technology use



Adapted from Lickona & Davidson (2005).

Notes

COMPETENCIES

EXCELLENCE

WORK ETHIC
EFFORT
ATTITUDE
DELIBERATE PRACTICE
GRIT/ENDURANCE
ASPIRATION/HIGH STANDARDS
GOAL ACHIEVEMENT
COACHABILITY
PROBLEM SOLVING
CRITICAL THINKING
INNOVATION & CREATIVITY

INTEGRITY

HONESTY
FAIRNESS
EQUITY
JUSTICE
ETHICAL COMPETENCY
HUMILITY
RESPECT
ACCOUNTABILITY
LOYALTY
RESPONSIBILITY
COURAGE



GROWTH & BALANCE

SELF-AWARENESS
SELF-MANAGEMENT
PRIORITIES/TIME MANAGEMENT
STRESS MANAGEMENT
RESILIENCE
GROWTH MINDSET
ENGAGEMENT
PRUDENCE
HARMONY
GRATITUDE
LIFE PURPOSE

TEAMWORK & COMMUNITY

LEADERSHIP
CIVILITY
COMMUNICATION
INCLUSION
EMOTIONAL INTELLIGENCE
PRODUCTIVE RELATIONSHIPS
OPEN & FLEXIBLE MINDSET
PRINCIPLED NEGOTIATION
COLLABORATION
TEAM-FIRST MINDSET
CITIZENSHIP

Social Networking

How to find connections with practically anyone anywhere.

1. Have the **courage and curiosity** to connect — especially with those who are new or different.
2. Connect by asking questions that go **"from surface to substance."**



Bob and Donna

- Most unlikely person
- Follow-up
- No agenda – other than to get to know each other
- Courage to reach out – and respond
- Common Ground / Connections
- Disagree without being disagreeable
- Don't have to hurt each other
- Beliefs didn't change – approach did
- Find the person – reach out

PERFORMANCE CHARACTER AND MORAL CHARACTER COMPETENCIES



Adapted from Lickona & Davidson (2005).

Notes

Clarity, Habit, Accountability, Mindset → *Performance*

CLARITY

clear specific expectations for context, resources, abilities

HABIT

intentional, intensive, focused practice, real-world simulation

Performance

MINDSET

mental preparation, emotional toughness, focus, resilience

ACCOUNTABILITY

support, challenge, reflection for growth

Notes

Clarity, Habit, Accountability, Mindset → **Performance**

CLARITY

HABIT

MINDSET

ACCOUNTABILITY

ORGANIZATIONAL EFFECTIVENESS AUDIT

Stop

Practices that:

- are not having the desired outcome
- may have proved impractical or inefficient
- are distracting from core mission or overall effectiveness

Start

New practices

that may help address a new situation or factors that did not exist before, or new ideas that the team may want to try to improve effectiveness and/or efficiency

Continue

Practices that:

- are having the desired outcome
- are efficient and effective

Improve

Practices that:

- are having some of the desired outcome, show promise
- but need to be more efficient or effective