

NonProfit Academy

2023

presented by CFNEG

DISCOVER YOUR LEADERSHIP VOICE





CONNECTOR, CREATIVE, PIONEER, NURTURER, GUARDIAN

- ❖ 10+ years in education & not for profit sectors
- ❖ President & CEO of Long Table, LLC
- ❖ GiANT and MBTI certified consultant and executive coach
- ❖ Board of Directors (Gwinnett Chamber of Commerce, Georgia Municipal Association, Georgia Cities Solutions, ArtWorks Gwinnett)
- ❖ 3 term Suwanee City Council Member since 2014
- ❖ Served more than one hundred businesses since 2019, spanning for profit, nonprofit and government sectors
- ❖ Married to my high school sweetheart for 28 years. Four children, daughter-in-love and two grandsons!



LONG TABLE

HELPING PEOPLE USE LEADERSHIP LANGUAGE AND APPLY
RELEVANT TOOLS TO IMPROVE TEAM PERFORMANCE AND
CREATE HEALTHY CULTURES.

SCALABLE PEOPLE DEVELOPMENT



LEADERSHIP LANGUAGE

Objective, Common, Viral

+



VISUAL TOOLS

Simple, Practical, Scalable

+

100%

TRANSFORMATION

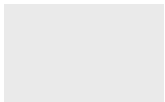
Personal Growth and
Team Performance

+

X

**INTENTIONAL
MULTIPLICATION**

Inform, Train, Coach,
Apprentice



A modern conference room with a long wooden table, red chairs, and large windows. The room has a high ceiling with exposed pipes and two black pendant lights hanging over the table. Sunlight streams in through the windows, casting shadows on the floor. The text "Everyone Speaks. Not Everyone is Heard." is overlaid on the image.

Everyone Speaks.
Not Everyone is Heard.

A modern conference room with a long wooden table and red chairs, viewed through large windows. The room has a high ceiling with exposed pipes and modern lighting. The text "What if every voice around our table was truly heard, valued, and appreciated?" is overlaid on the image.

What if every voice around our table was
truly heard, valued, and appreciated?

A modern meeting room with a long wooden table, red chairs, and large windows. The room has a high ceiling with exposed pipes and two black pendant lights hanging over the table. The windows offer a view of greenery outside. The text "What's it like to be on the other side of me?" is overlaid in white.

What's it like to be on the other side of me?

5 VOICES S Y S T E M



What is your **Leadership Voice**?

Your default pattern of **thinking** and **communicating**.

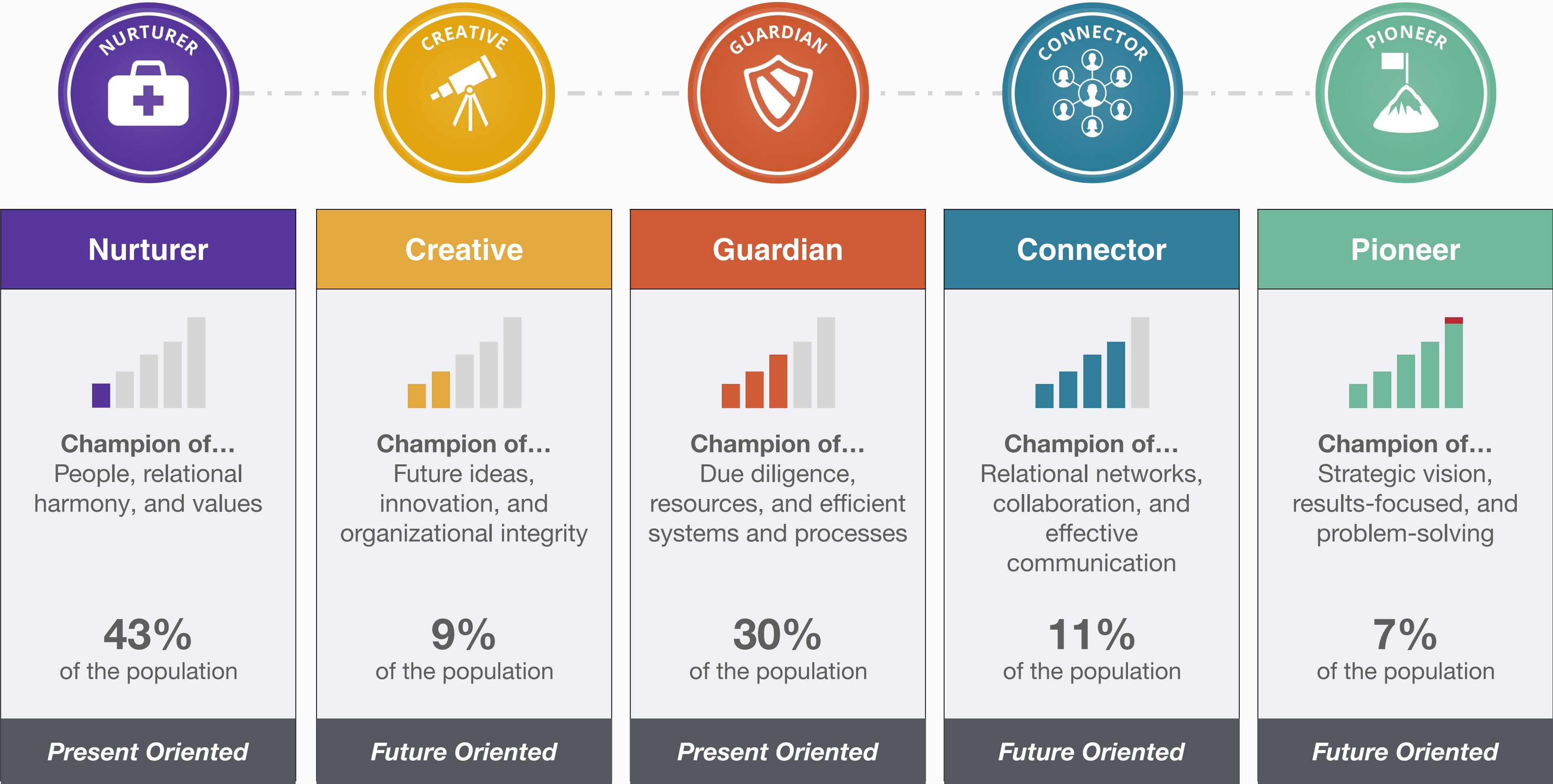


The way you **think** about the world and how
you make **decisions**.

Which are related to your natural **tendencies**,
preferences, **strengths** and **challenges**.



5 VOICES



Discovering your **Leadership Voice** helps you to
Know Yourself so you can better **Lead Yourself**
and

It helps you to **understand, communicate** and
perform more effectively with everyone.



- Our Voice is made up of all 5 Voices
- Some Voices are more natural to us than others
- Maturity allows us to value the contribution each Voice brings
- Nature, Nurture and Choice have all played a part
- Don't assume you know what someone else's foundational Voice is
- Never weaponize anyone's Voice tendencies

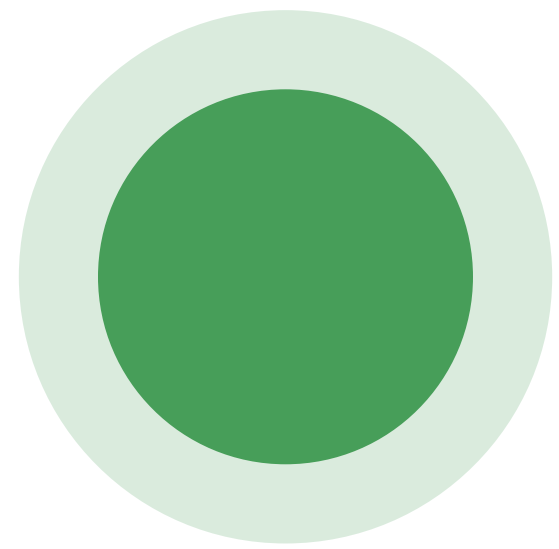


SIGN YOUR NAME

with your **dominate** hand

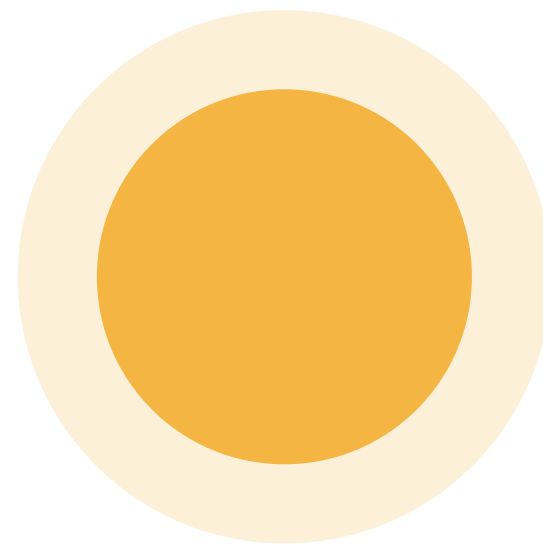
with your **non-dominate** hand

How to rate your voice.



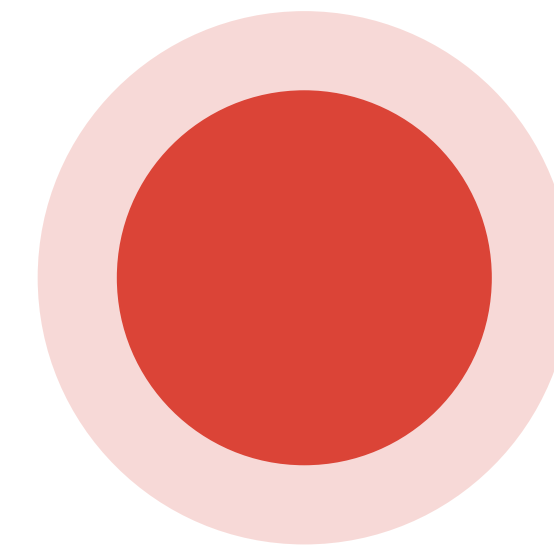
Green

My Foundational Voice, my default pattern of communication and thinking.



Yellow

Not my Foundational Voice but I value it and it's easily accessible.



Red

Not my Foundational Voice, I find it hard to value and hard to access.



The **NURTURER** is the champion of:

- people
- relational harmony
- values

Nurturer / Voice Description

Strengths

- They intuitively feel how an organization will react to a new idea
- They defend values - people will always come before profit
- They function as the relational oil inside teams and organizations
- They are pragmatic realists who ask "has this really been thought through?"
- They take genuine delight in celebrating the achievements of others
- They are natural team players

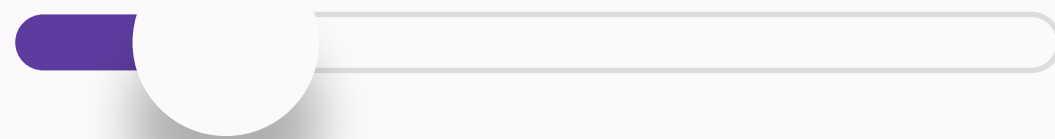
Challenges

- They can become overly resistant to change & demonstrate passive aggressive tendencies
- They rarely value the contribution they make
- They can be conflict avoidant & withdraw their care when it's needed most

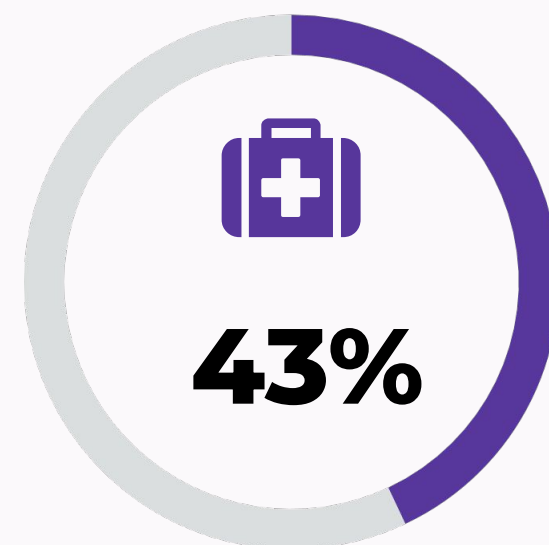


Nurturer

VOICE VOLUME



POPULATION



CHAMPION OF

People, relational harmony, and values



WATCH OUT FOR

Nurturers have a fear of conflict and often won't speak out, beware of silence



HOW TO EMPOWER THEM

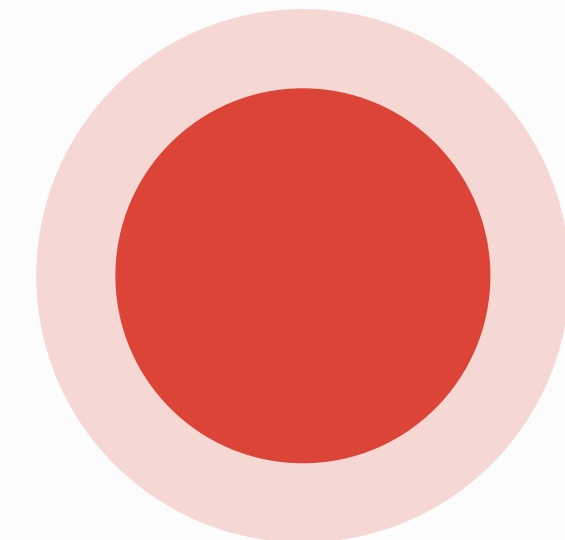
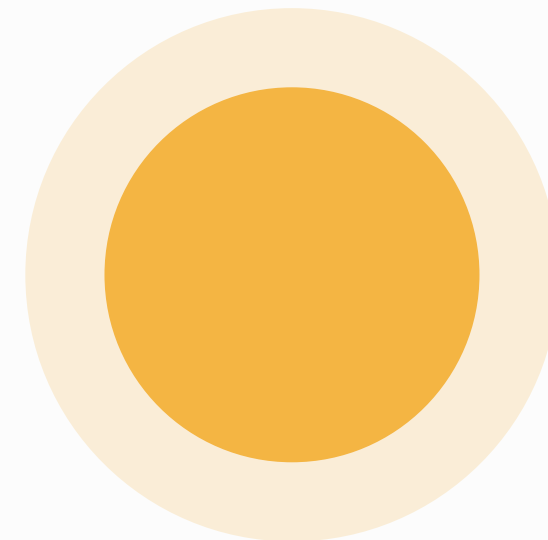
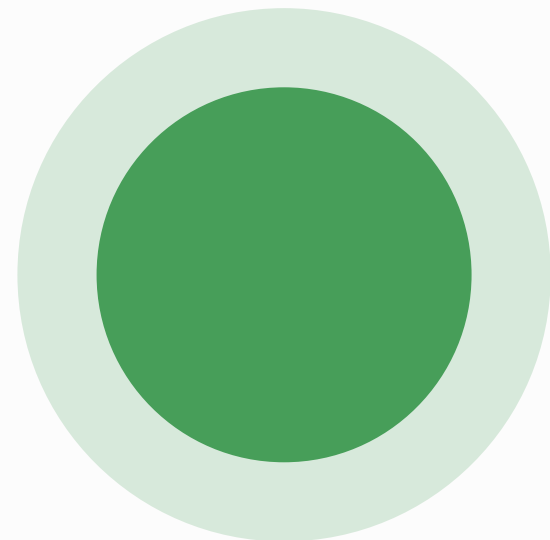
Let them speak first, affirm their competence and the genuine value of their contribution



NURTURER VOICE

Turn to your neighbor and tell them how you rated yourself.

Do these **tendencies, preferences, strengths & challenges** feel most natural to you?





The **CREATIVE** is the champion of:

- future ideas
- innovation
- organizational integrity

Creative / Voice Description



Strengths

- They are the conceptual architects and love to think outside the box
- They function as an “early warning radar system” for teams, often seeing the opportunities and dangers long before everyone else
- They are never satisfied with the status quo - they inherently believe things can always be better
- If the vision is compelling the word “can’t” is not in their vocabulary
- They exhibit a strong social conscience and desire for personal and organizational integrity

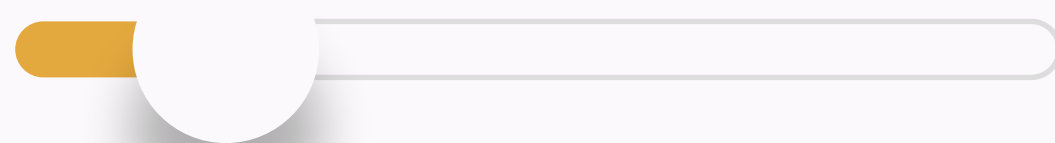
Challenges

- They often struggle with the fact that “people never seem to fully understand my ideas”
- Being internal perfectionists, they can often fail to celebrate the 90% that has been achieved, focusing instead on the 10% that hasn’t!



Creative

VOICE VOLUME



POPULATION



CHAMPION OF

Future ideas, innovation, and organizational integrity



WATCH OUT FOR

Creatives can struggle to communicate effectively and have idealist perfectionist tendencies



HOW TO EMPOWER THEM

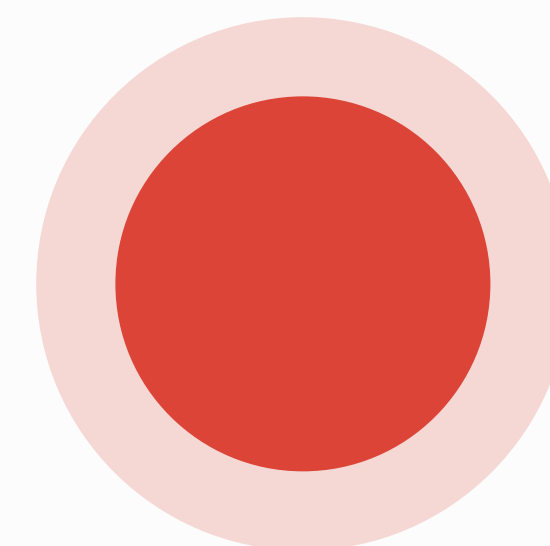
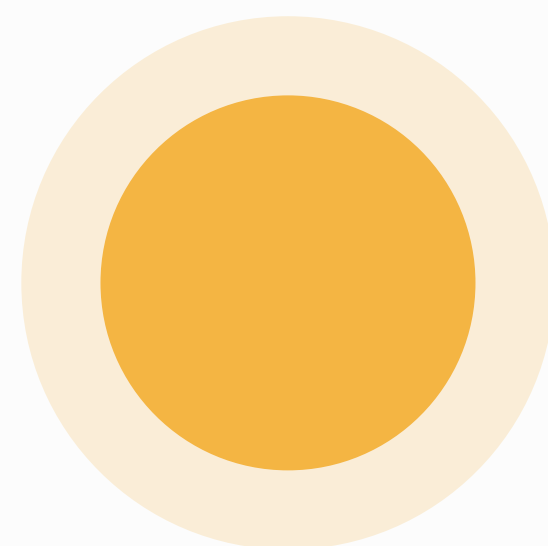
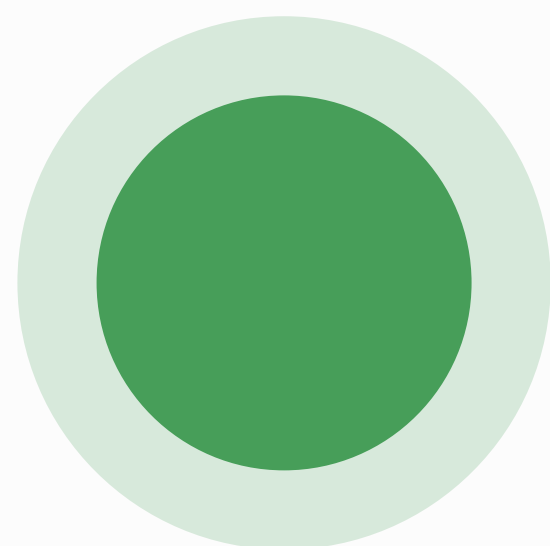
Don't judge them on what they say first, help them communicate their ideas. Let them know it's ok to be wrong sometimes



CREATIVE VOICE

Turn to your neighbor and tell them how you rated yourself.

Do these tendencies, preferences, strengths & challenges
feel most natural to you?





The **GUARDIAN** is the champion of:

- due diligence
- resources
- efficient systems and processes

Guardian / Voice Description



Strengths

- They have a relentless commitment to ask the difficult questions
- They will always seek to honor the past as teams look towards the future
- They accept as personal the commitment to deliver projects on time and on budget
- They have the ability to detach decision-making from personal sentiments
- They are naturally risk averse asking "is it worth the risk and investment?"
- They respect and value logic, order, systems and repeatable processes

Challenges

- Their desire for truth and right decisions can sometimes override the feelings of others
- A lack of tone and tact can undermine their relationships and effectiveness with others
- May “stack” questions... deviating from curiosity to proving right/wrong.



Guardian

VOICE VOLUME



POPULATION



CHAMPION OF

Due diligence, resources, and efficient systems and processes



WATCH OUT FOR

Guardians are risk averse, can be negative and bring excessive critique



HOW TO EMPOWER THEM

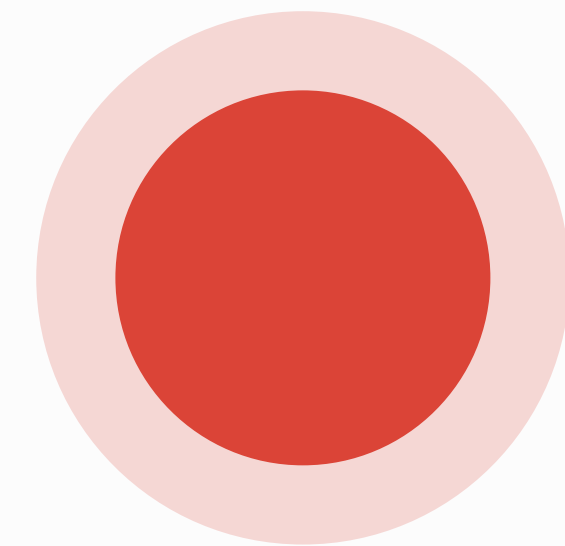
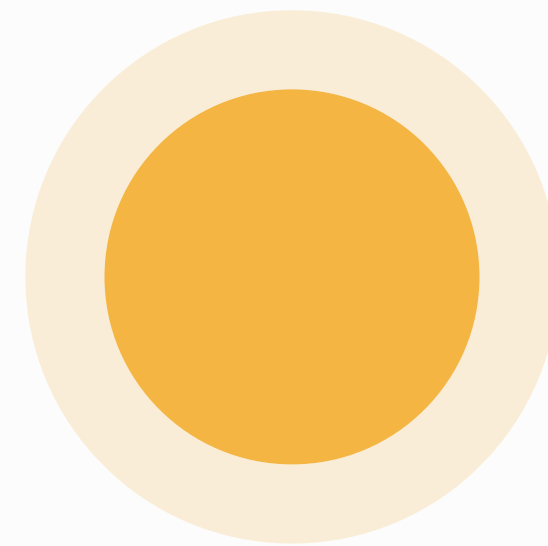
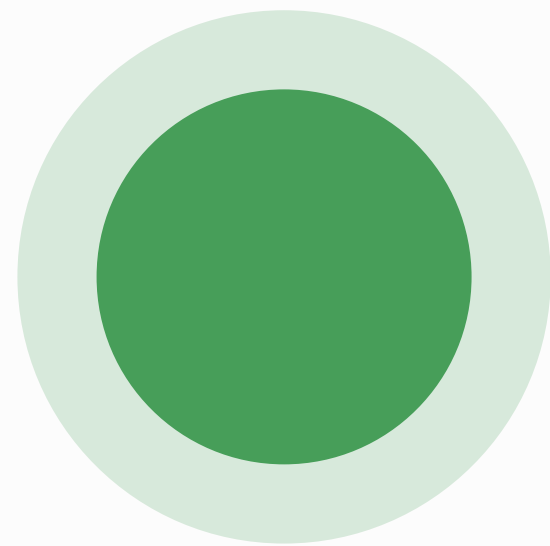
Welcome their challenging critique and commitment to due diligence



GUARDIAN VOICE

Turn to your neighbor and tell them how you rated yourself.

Do **these** tendencies, preferences, strengths & challenges
feel most natural to you?



CONNECTOR

Discover Your Leadership Voice



The **CONNECTOR** is the champion of:

- relational networks
- internal collaboration
- effective communication

Connector / Voice Description



Strengths

- They are persuasive and inspirational communicators
- They are highly effective at rallying people to causes and things they believe in
- They are incredibly resourceful: “Whatever we need, I can get it or I have a source”
- They have the capacity to maintain a large number of relationships
- They know how to connect with people and their aspirations

Challenges

- They need appreciation and credit for making key connections - “Are you aware of what I’ve done?”
- Their people-pleasing tendencies mean they often struggle to bring effective challenge
- They often struggle to hear or engage fully with critical feedback

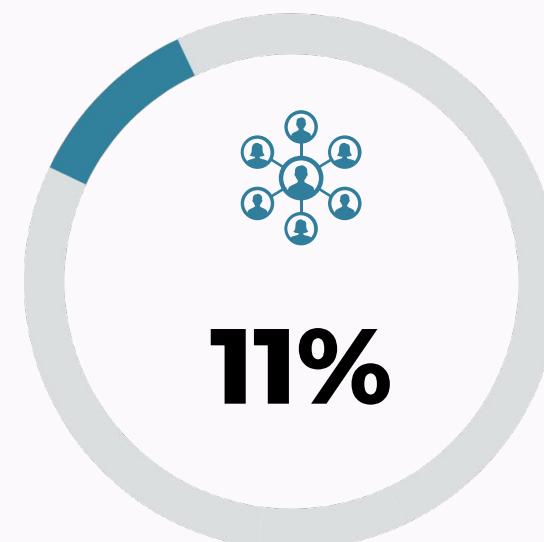


Connector

VOICE VOLUME



POPULATION



CHAMPION OF

Relational networks, internal collaboration, and effective communication



WATCH OUT FOR

Connectors always interpret challenge of their ideas as personal



HOW TO EMPOWER THEM

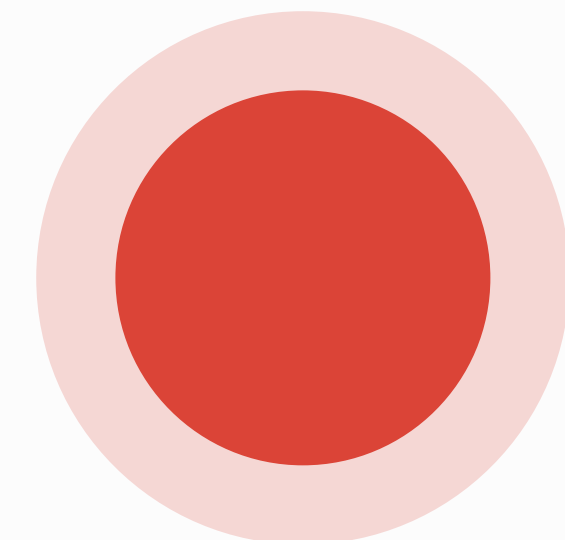
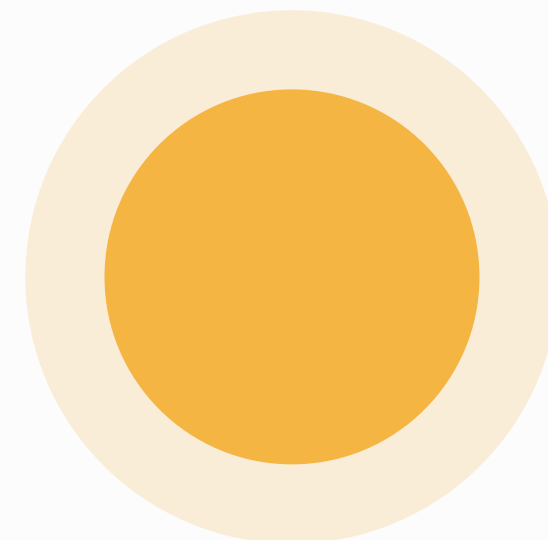
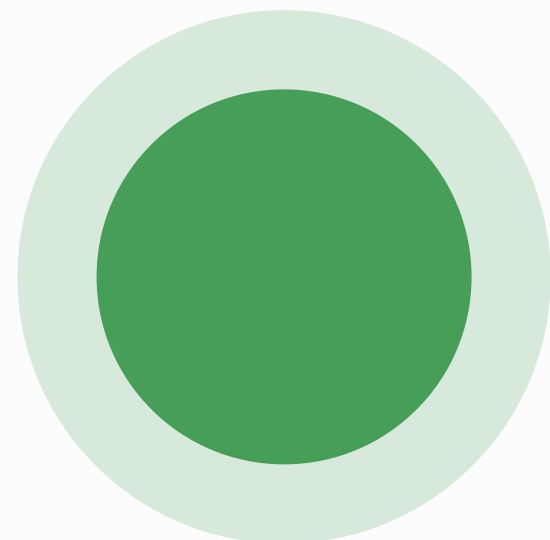
Give them time to share their ideas and passions, appreciate before you critique



CONNECTOR VOICE

Turn to your neighbor and tell them how you rated yourself.

Do these **tendencies, preferences, strengths & challenges** feel most natural to you?





The **PIONEER** is the champion of:

- strategic vision
- results focus
- problem solving

Pioneer / Voice Description



Strengths

- They approach life with an “anything is possible!” attitude
- Visioning and shaping a scalable future is always the highest priority
- Their strategic military thinking makes them incredibly effective at aligning people, systems and resources
- Winning is a massive driver, they hate to give up and will drive their team long after others would have given up
- They are powerful communicators, using logic and rationality to provide an attractive and compelling vision of the future

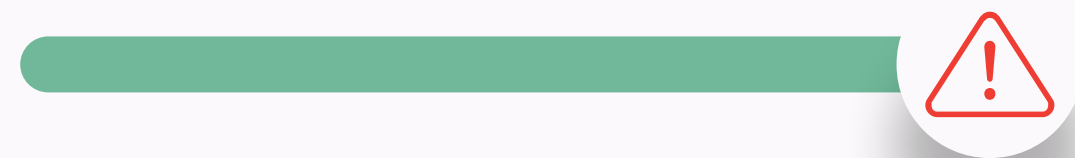
Challenges

- The immature Pioneer can often appear very arrogant with a “me focused” agenda
- They quickly dismiss the contributions of those they don’t believe to be competent or experienced

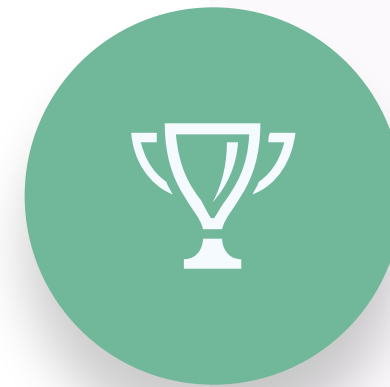
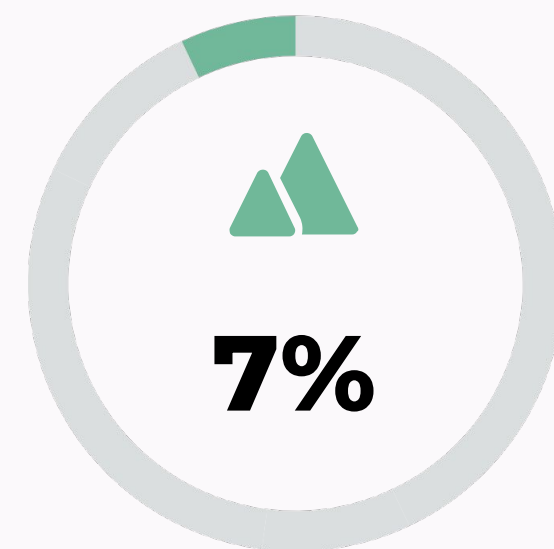


Pioneer

VOICE VOLUME



POPULATION



CHAMPION OF

Strategic vision, results-focused, and problem-solving



WATCH OUT FOR

Pioneers lack sensitivity, can be unwilling to listen, and perceived as arrogant



HOW TO EMPOWER THEM

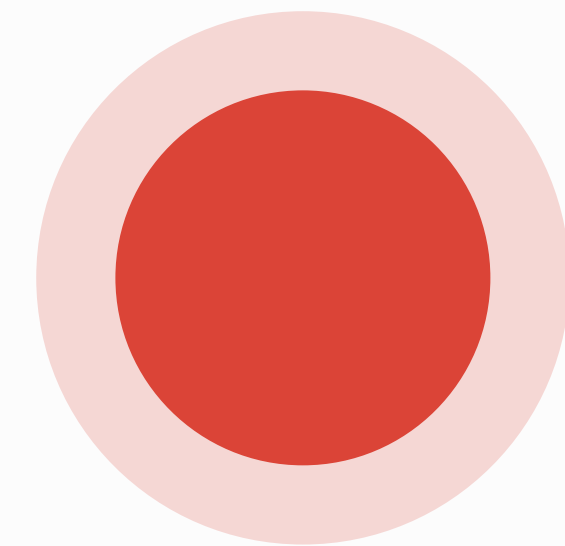
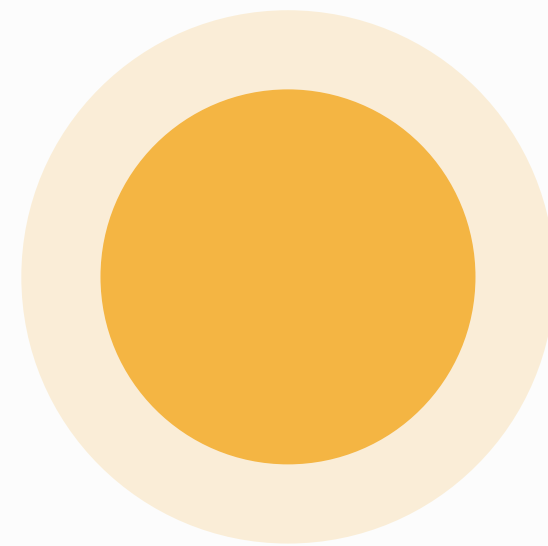
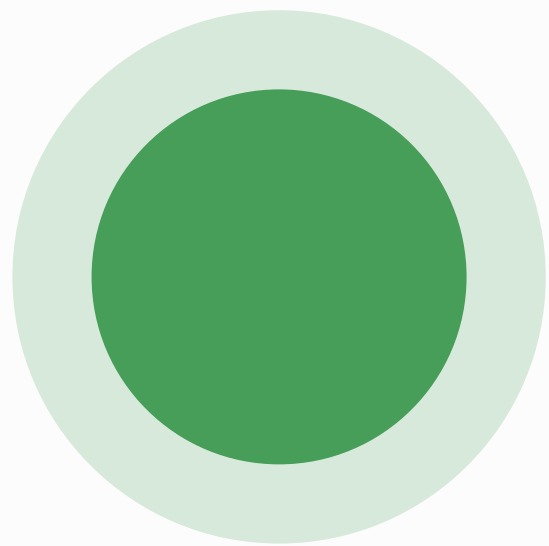
Don't worry - they empower themselves. Just affirm their competence



PIONEER VOICE

Turn to your neighbor and tell them how you rated yourself.

Do these tendencies, preferences, strengths & challenges
feel most natural to you?

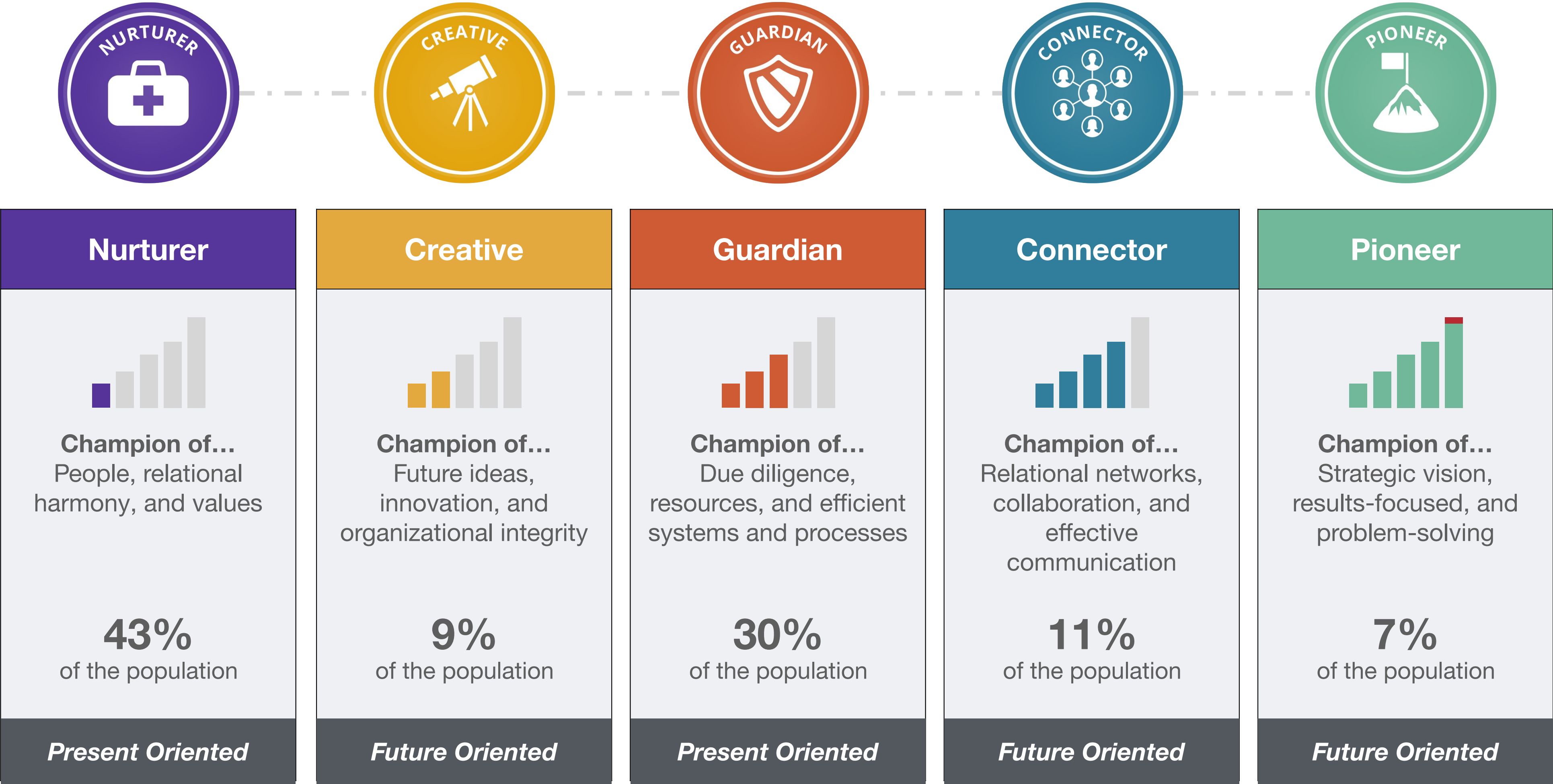


Voice Order

Using your previous answers, order each of the 5 Voices from 1 to 5. 1 is what you believe your Foundational Voice to be (your default pattern of communication & thinking), and 5 is your least natural voice, which you find hard to access and value.

1.	_____	●
2.	_____	● ●
3.	_____	●
4.	_____	● ●
5.	_____	●

5 VOICES





Give feedback to Linnea

1. Scan this QR code



or go to talk.ac/linneamiller

2. Enter this code on the screen

FREEBIES

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FREE STUFF

GIANT

5 Voices Assessment

Assessment

Included with Pro



What you'll learn

- Understanding your Voice can help you better understand yourself and your own strengths, weaknesses, preferences, and values.
- Make better decisions about your career, education, and relationships.
- Communicate more effectively with others and build stronger relationships.
- Overcome challenges and difficulties, and find ways to cope with stress and difficult situations.
- Develop a better understanding of other people and their personalities, and improve your ability to interact and work with others.

Assessment details

80 questions

15 minutes

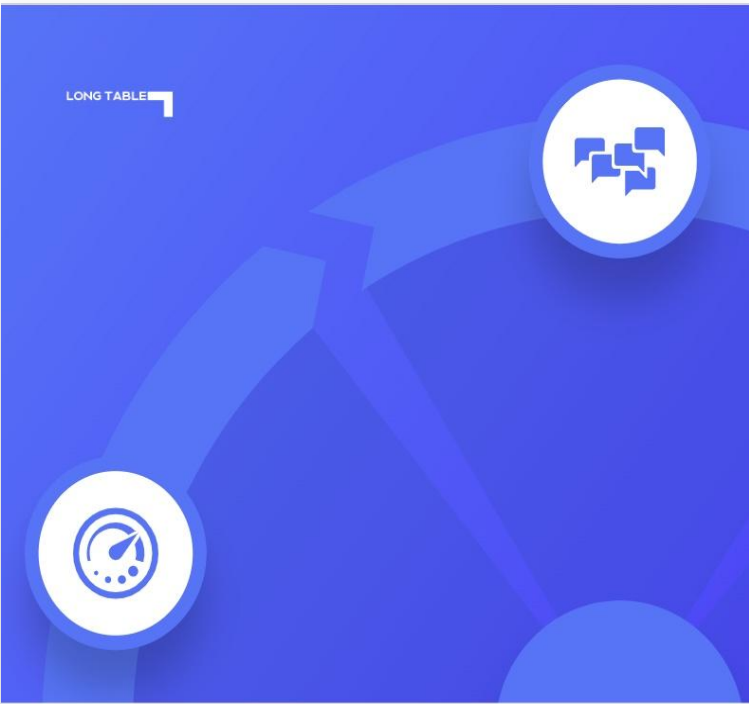
Discover your leadership voice

View Results

Last Taken: Jun 23, 2022

5 VOICES ASSESSMENT

LONG TABLE



Leadership Audit for CLIENT

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President, Long Table
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linnea@longtableconsulting.com

longtableconsulting.com


LEADERSHIP AUDIT

GIANT

Altitude Training

Online course

Included with Pro



What you'll learn

Sessions

Meet your instructor

- Deepen your self-awareness. We'll help you tap into what drives you and gives you the energy you need to bring your best every day while maintaining a healthy work-life balance.
- Discover your Leadership Voice. Learning to make the most of your strengths and how it benefits the team is crucial to maximizing your influence and productivity.
- Lead with confidence and clarity. The Altitude process will equip you with the tools and practice you need to build your confidence and lead effectively no matter if you're new in your role or you've been around a while and need a new spark.
- Leverage proven leadership tools. Used by Fortune 500 companies around the world, learn a new tool in 30 minutes or less every week that addresses a different key leadership challenge so that you're prepared and ready to take on anything that comes your way.
- Resolve issues as they arise. Problem-solving and conflict resolution are crucial skills for any leader because drama, gossip, and misalignment can destroy a team.

Course details

51 sessions

7h 57m on-demand video

CEU Approved

Get started

Download certificate


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BETA LEADERSHIP PROGRAM

NonProfit Academy

2023

presented by CFNEG



SLIDES

LONG TABLE

Discover Your Leadership Voice






CFNEG Nonprofit Academy: Session 1

Discover Your Leadership Voice

Your Leadership Voice is your default pattern of thinking and communicating. It considers the way you process information and make decisions, which are related to your natural tendencies, preferences, strengths and challenges. Discovering your Leadership Voice helps you to Know Yourself so you can better Lead Yourself and it helps you to understand, communicate and perform more effectively with everyone.

The 5 Voices & Your Leadership

Nature, Nurture and Choice all play a part in forming our leadership Voice. Each Voice has strengths and weaknesses. Consider your own Voice. What connects most with you? Why? Are you using your strengths? Are you aware of what to watch out for? Are you using the power of your Voice to add value to your team?

Nurturer	Creative	Guardian	Connector	Pioneer
 Champion of... People, relational harmony, and values	 Champion of... Future ideas, innovation, and organizational integrity	 Champion of... Due diligence, resources, and efficient systems and processes	 Champion of... Relational networks, collaboration, and effective communication	 Champion of... Strategic vision, results focused, and problem-solving
43% of the population	9% of the population	30% of the population	11% of the population	7% of the population
Present Oriented	Future Oriented	Present Oriented	Future Oriented	Future Oriented

Using The 5 Voices on Your Team

Everybody Speaks. Not everyone is heard. High performing teams value the contributions of EVERY Voice. Consider the Voices on your team. Now think about what each Voice is a champion of. Do you value the contributions of every Voice? Do you know how to get the best out of each member on your team by leveraging their strengths?

WORKBOOKS

LONG TABLE

Using Your Leadership Voice

CFNEG Nonprofit Academy: Session 2

The Communication Code


Using these Codes will help make sure you always send and receive the right message in your key relationships and communications.

Key Points

Understanding your Communication tendencies will help you:

- Become more aware of how others perceive you and your communication.
- Lead yourself more effectively and be more intentional about using the right code in the right setting.
- Be more understood, appreciated, and valued for your ideas, thoughts, and communication.
- See which codes you often leave out of your communication and how that impacts others.
- Use these Codes to help clarify intent and desired type of feedback for both parties in a conversation.
- Set the context and clear expectations for meetings as well.

COMMUNICATION CODE



GIANT

Personal Reflection

Would the people on your team say that your communication style is more optimistic (i.e. encouraging, celebratory, and open to possibilities) or pessimistic (i.e. critical, analytical, and inflexible)? What are your default communication codes?

LONG TABLE



Give feedback to Linnea

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2. Enter this code on the screen

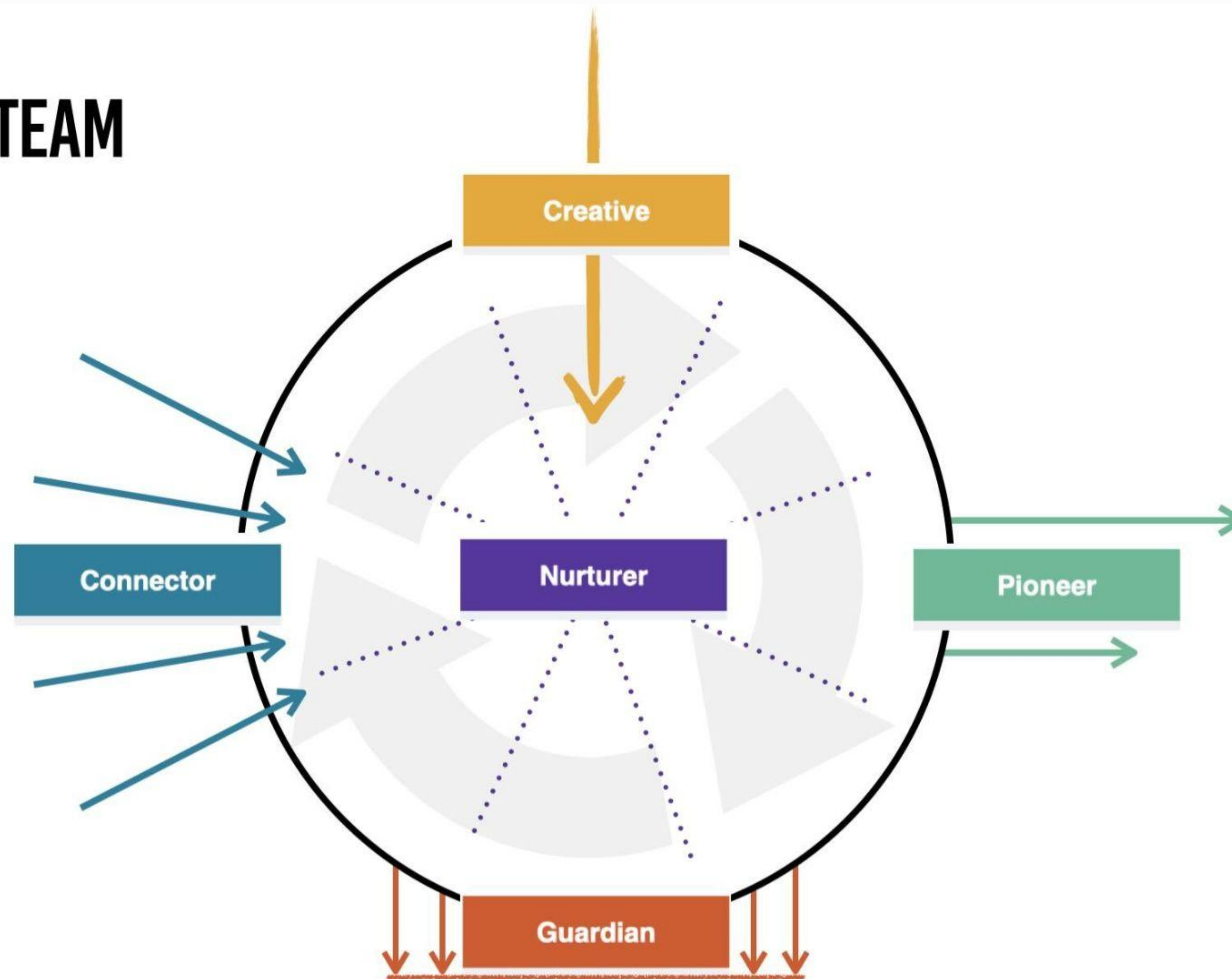
FREEBIES

Powered By 

A modern conference room with a long wooden table and red chairs, viewed through large windows. The room has a high ceiling with exposed pipes and modern lighting. The text "What if every voice around our table was truly heard, valued, and appreciated?" is overlaid on the image.

What if every voice around our table was
truly heard, valued, and appreciated?

5 VOICES TEAM

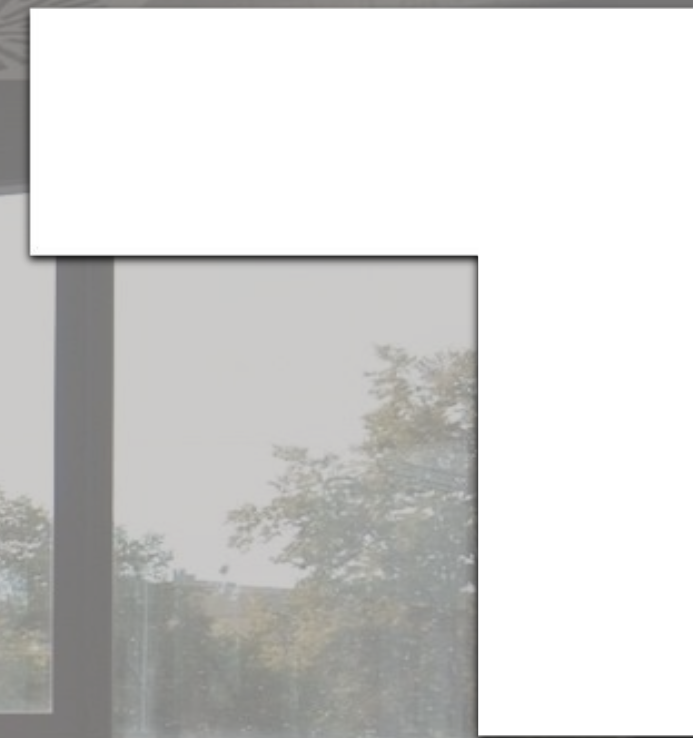


How will you leverage your **Foundational Voice** to bring your best to your organization?

How will you ensure that the Voices at your tables are **heard**, **valued** and **appreciated**?



LONG TABLE



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