

A woman with long dark hair and glasses, wearing a white t-shirt and blue jeans, stands in the center of a meeting room. She is pointing towards a whiteboard covered in numerous colorful sticky notes (pink, yellow, orange). Several people are seated around a white table in the foreground, looking towards her. The room has large windows on the left, and the overall atmosphere is professional and collaborative.

# Leadership in Action

## Tuesday, June 2, 2026

# Tremendous Thanks!



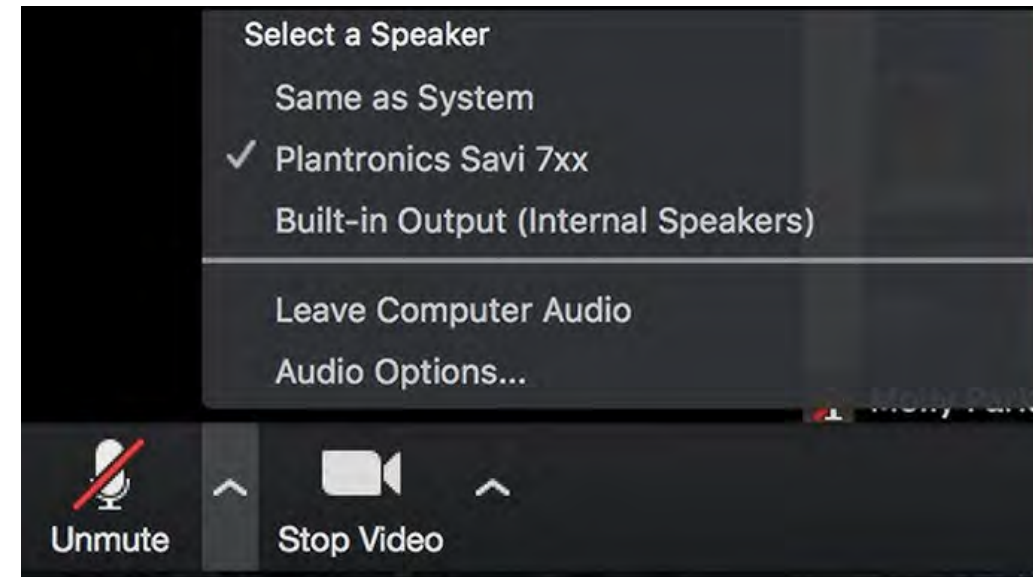
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**OREGON MAIN STREET**



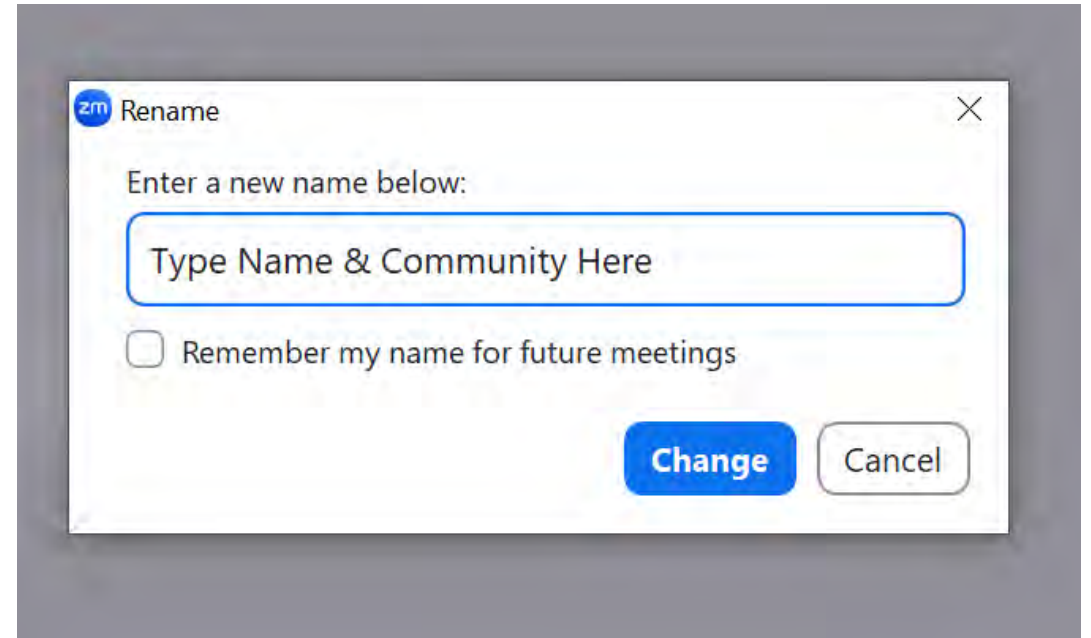
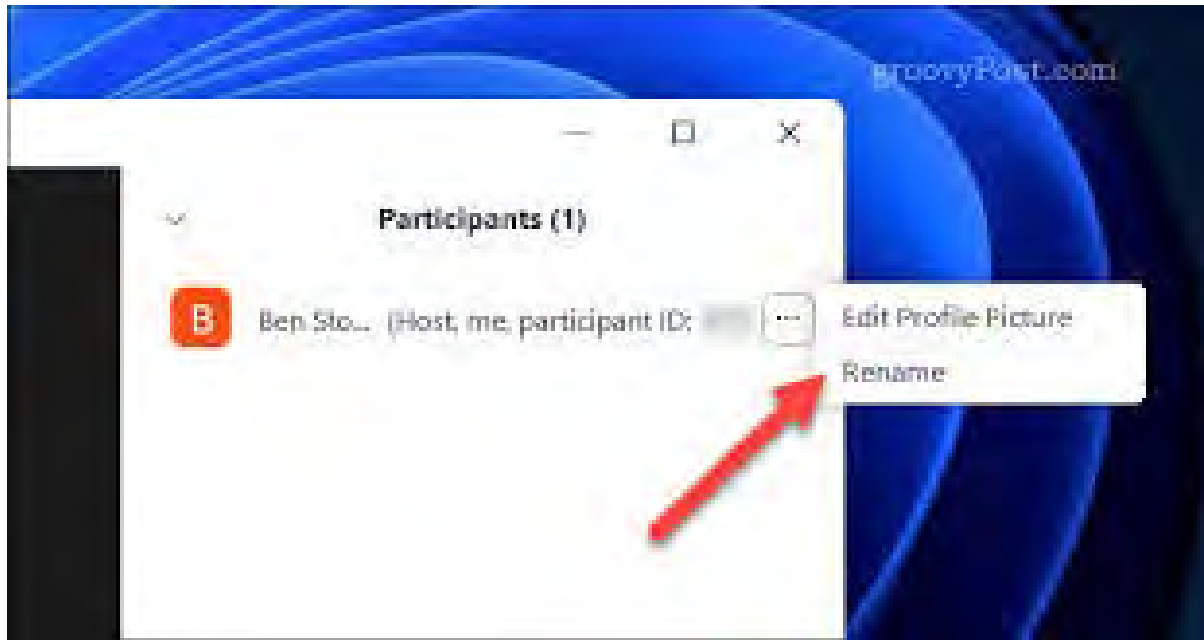
# Zoom Tips

- Please keep muted when not speaking
- Turn on your camera if you're able
- Use chat feature for questions and comments



# Zoom Tips

Change your display name  
First Last, Location (pronouns if you like)



# Group Norms

- Take care of your own needs
- Participate fully and respectfully
- Check assumptions and ask questions
- Lead with **curiosity** *in yourself and interactions with others*
- Confidentiality





# Strengthens Rural People, Places, & Economies in the Pacific Northwest

Develop Networks of  
Rural Leaders

Revitalize  
Rural Economies

Elevate Rural Voices and  
Priorities

Improve  
Access to Resources



[www.rdiinc.org](http://www.rdiinc.org)

# Workshop Series Overview

- Economic Vitality 101
- Leadership 101
- Business & Property Owner Engagement
- Key Mindsets for Inclusive Engagement
- Place-Based Economy Building
- Energy on Main
- Innovation in Rural
- Entrepreneurship in Rural
- **Leadership in Action**
- *NEW*: Community Investment Trust
- Funder Panel

# Overview of Leadership in Action

## Agenda for Today:

### Part 1: Relationships

- Volunteerism (large group activity)
- Group Dynamics
- Conflict Resolution (small group discussion)

### Part 2: Operations

- Ø Structured Planning
- Ø Efficient Meetings

### Part 3: Putting it all together

- Peer Mentoring (small group discussion)



# Meet the Presenters



**Cayla Catino**  
Community Development  
Consultant



**Christine Gilmore**  
Senior Director of Programs  
and Partnerships  
RDI

A stylized graphic of a tree on the left side of the page. The tree has a brown trunk and a large, light blue canopy. Two leaves are highlighted in a darker green color. The word "Volunteerism" is written in white, bold, sans-serif font across the middle of the tree's canopy.

# Volunteerism

# Chat Waterfall

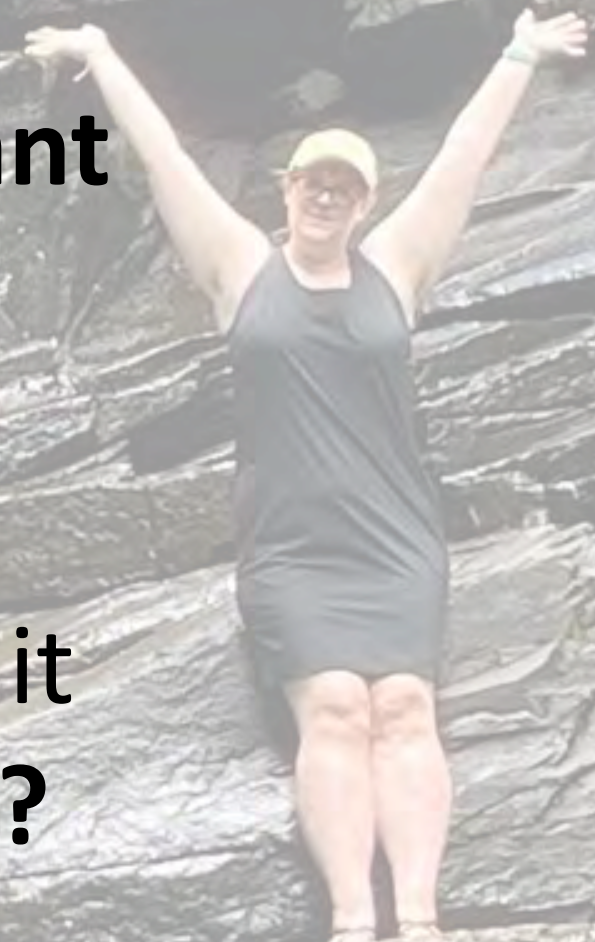
Reflect, type your answer in the chat, but DON'T SEND IT!

What was a  
**GREAT** volunteer  
experience?

What made it  
**AWESOME?**

What was  
an **unpleasant**  
volunteer  
experience?

What made it  
**undesirable?**



# Volunteerism Today

- Episodic vs. ongoing
- Group vs. individuals
- Intergenerational teams
- Youth councils/boards
- Gig economy mindset
- Culture and age



# Removing the Barriers

- Volunteering is a privilege. It requires:
  - Free time, financial stability, transportation, childcare, and social capital
- Volunteering can also be intimidating.

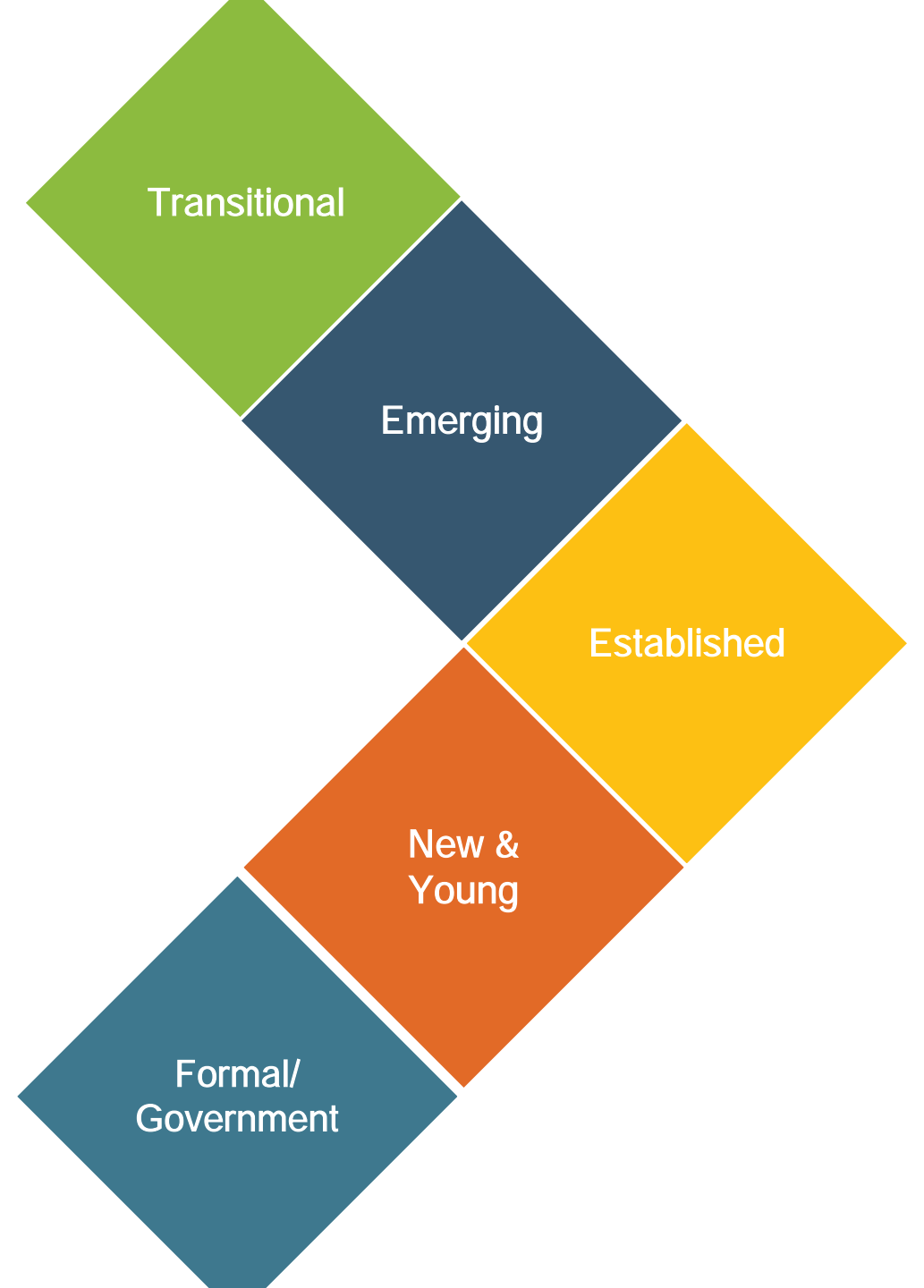


# Removing the Barriers

## Things to Consider:

- What are you doing to understand and reduce the barriers?
  - Timing (i.e., time of day, time commitment, flexibility for signing up, etc.)
  - Are children welcome to volunteer with parents?
  - Can you offer stipends or meals or anything else that reduces the financial burden?
- Easy and friendly communication
- Connection with someone before they even arrive
- Clear directions about when, where, and what they'll be doing
- How can you scaffold the volunteer experience? (i.e., training and support, growing responsibilities, etc.)

# Leadership Pipeline



A stylized graphic of a tree with a brown trunk and several large, overlapping leaves in shades of blue and green. The tree is positioned on the left side of the slide, with its branches extending towards the center.

# Group Dynamics

# Signature Traits of Inclusive Leadership

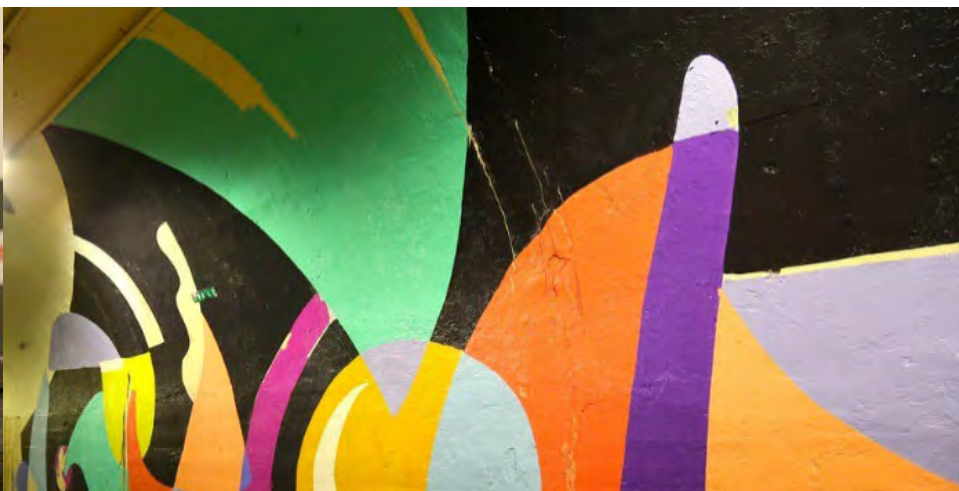
- 1. Commitment**
- 2. Courage**
- 3. Curiosity**
- 4. Cognizance**
- 5. Cultural Intelligence**
- 6. Collaboration**



# Establishing Group Norms

<b>1. Listen for understanding</b>	<i>as opposed to reply, or agree</i>
<b>2. Embrace discomfort</b>	<i>as a learning opportunity</i>
<b>3. Offer compassion and grace</b>	<i>to yourself and one another</i>
<b>4. Speak from your experience about your truths; use “I” statements</b>	<i>refrain from speaking for the group; do this from your cultural style and context</i>
<b>5. Differences are welcomed and OK</b>	<i>what is your own authentic analysis?</i>
<b>6. Replace judgement with curiosity</b>	<i>in yourself and interactions with others</i>
<b>7. Confidentiality</b>	<i>share learnings not stories</i>
<b>8. WAIT</b>	<i>why am I talking/ why aren't I talking</i>

# Stages of Group Development



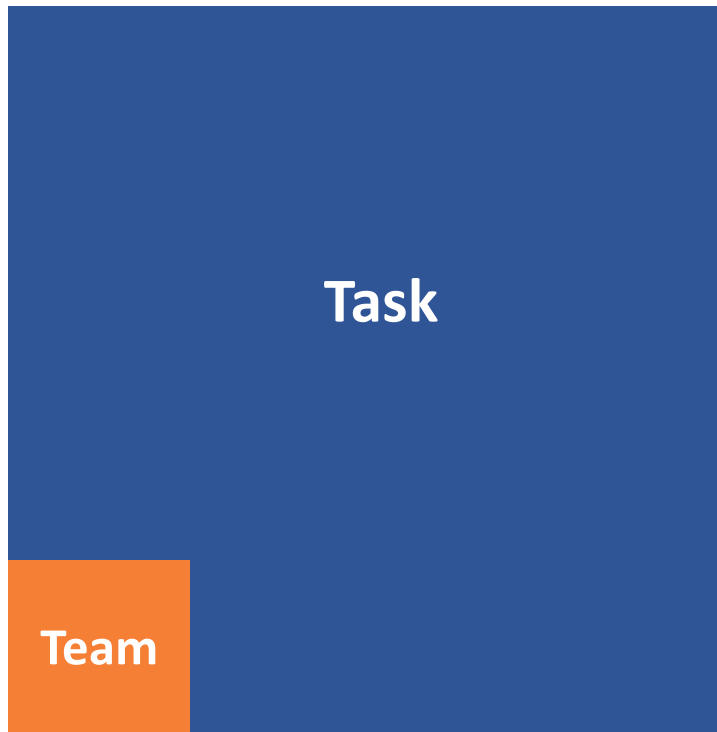
**FORM**

**STORM**

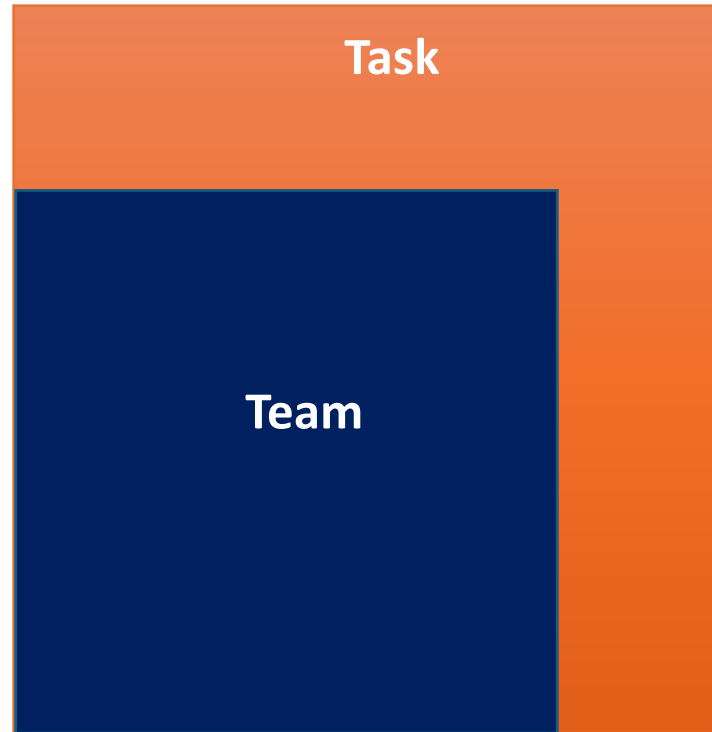
**NORM**

**PERFORM**

# Balanced & Successful Teams



**Unbalanced Focus  
on the Project**



**Unbalanced Focus  
on the Team**



**Balanced – Appropriate  
Focus Team & Project**

# Team Work Takes Work



## Task Work

- Organizing Team & Class Meetings
- Monitoring Progress of Action Teams
- Tracking Milestones & Key Decisions
- Planning & Ideation Sessions
- Communication Among & Across Teams



## Relationship Work

- Check-ins with Team Members to Identify Threats to Participation & Longevity
- Fun & Activities to Get to Know Each Other
- Recognizing, Understanding, Expressing & Reconciling Group Feelings & Needs
- Encouragement & Celebration

# Celebration

- Small and big wins
- Milestones

Benefits:

- Retention
- Recognition



A stylized graphic of a tree with a brown trunk and several large, overlapping leaves in shades of blue and green. The tree is positioned on the left side of the frame, with its branches extending towards the center. The background is a solid dark blue color.

# **Resolving Tensions & Conflict**

# Conflict in Rural Communities



**Conflict: Disagreement or tension** that occurs when the people or groups have response to a real or perceived **threat to their needs, interests or values.**

**Community Conflict Guiding Principles:**

- **We all live in this community together.**
- **Destroying our relationships does more harm.**

# Reflection on Conflict

**Conflict and tension are a normal part of any group or community process.**

Learning how to lead through conflict is a key trait of a good leader.

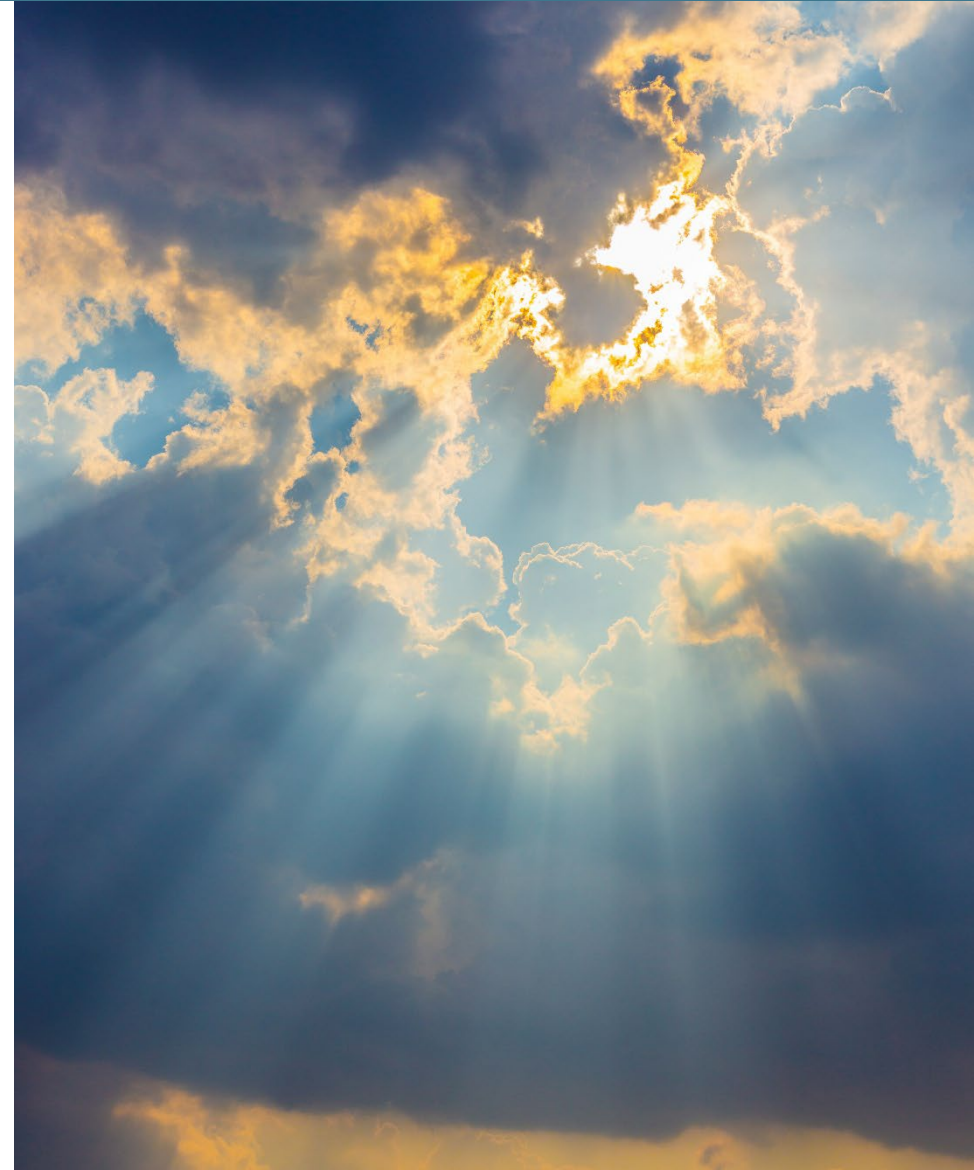


# Working Through the Storm

## Small Group Reflection

- Share story of when you or someone you knew led through conflict
- Try to stay high level
- Questions to discuss:
  - How was the conflict handled?
  - What was important to preserve – agenda or relationship?
  - What did you appreciate?

Pairs for 8 minutes (4 min each)



# 5-MINUTE BREAK



A stylized graphic of a tree with a brown trunk and several large, overlapping leaves in shades of blue and green. The tree is positioned on the left side of the slide, with its branches extending towards the center.

# Structured Planning

# Planning



<https://www.smstrategy.net/blog/what-is-the-strategic-planning-process>



# Action Steps & Milestones

**Getting action steps just right is an art.**

- **Too vague:** Build a house
- **Too detailed:** Go to the site, get your gear, pick up cables, smear mortar on it, place it next to the last brick.
- **Just right:** Determine materials needed for the house, get budget approval, purchase materials, set delivery date for bricks, recruit volunteers, install bricks.



# Milestones & Key Decisions

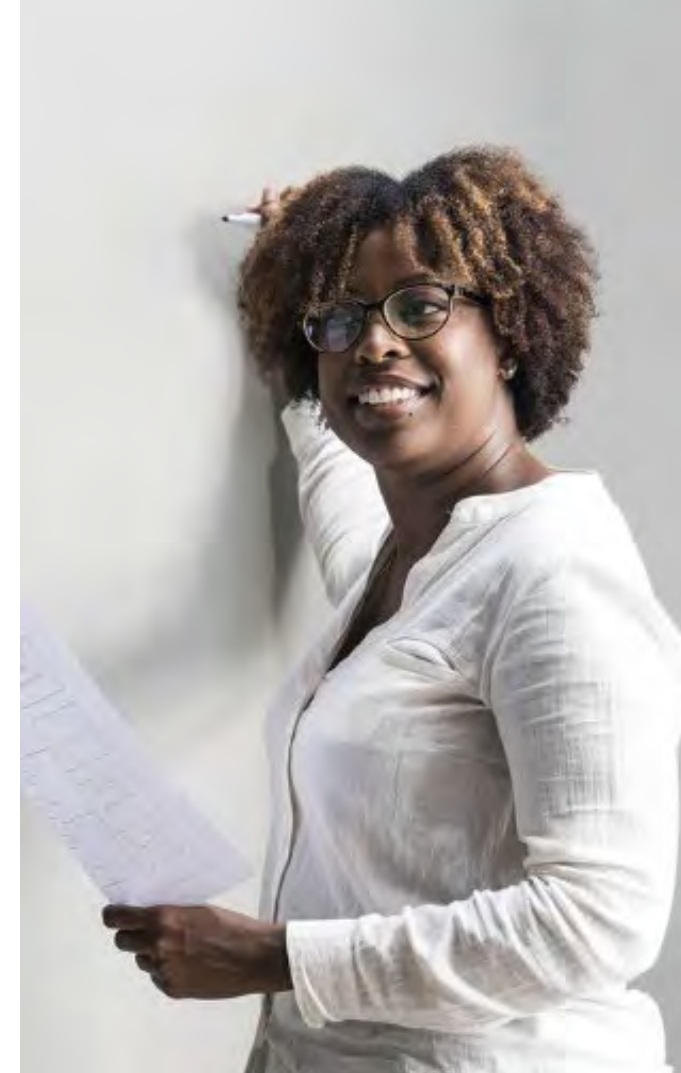
## **Milestones:**

- = major point in project that is completed
- = something to celebrate as a team or a full-group

## **Two Types of Decisions**

**Action Team Decisions:** Decisions that are afforded to action teams as part of their responsibility.

**Key Decisions or Actions:** Need to INVOLVE the full class. Work with the facilitation team to get on the agenda of a meeting and a create a process to make decisions.



# Deciding How to Decide

**A very important step that is often missed.**

When making group decisions do you consider...

1. What decision-making method is appropriate to the group/situation?
2. Who will be affected by the decision? And how important is it that everyone is involved in making or supporting the decision?
3. What information is needed to make the decision? What should influence the process?

# Meeting Roles



## **CONVENER**

Arranges for the group to get together, helps develop agenda



## **FACILITATOR**

Helps develop agenda, conducts meeting, helps come to agreements



## **RECORDER**

Keeps and distributes minutes and/or records decisions and action steps



## **TIMEKEEPER**

Help keeps the facilitator informed of the time within each item and overall

# Great Working Agendas

<b>Time</b>	<b>Item</b>	<b>Action/Purpose</b>	<b>Meeting Roles</b>
Clock Time and/or duration of item	Detailed enough that groups know what to expect <ul style="list-style-type: none"><li>• Use bullets if there are sub-items</li></ul>	Why is this on the agenda?  Do we need an action or a decision?	Who will participate in delivering this item?  Is a timekeeper or recorder needed?



# Evaluating Meetings

## Example 1:

+

What went  
well?

△

What might  
need  
to change or  
improve?

## Example 2:

What I liked  
What I wish  
What if:

A stylized graphic of a tree with a brown trunk and several large, overlapping leaves in shades of blue and green. The tree is positioned on the left side of the slide, with its branches extending towards the center.

# Action Planning Examples





# Online Platforms

- Basecamp
- Teams
- Monday.com
- Slack
- Asana
- Trello

The screenshot shows the Basecamp dashboard with a navigation bar at the top containing 'Activity', 'Calendar', 'Basecamp', 'Reports', and 'Everything'. The main content area features a search bar and a grid of project cards. The 'Most recent activity' sidebar on the right lists recent actions such as adding to-do items, completing subtasks, and chat messages. The bottom navigation bar includes 'My Tasks', 'My Events', 'Do Today', 'My Bookmarks', and 'My Notes'.

Activity Calendar Basecamp Reports Everything

Search or jump to a project, person, or recent page

**Enormicom HQ** ★  
Where everybody knows your name.  
All-access

**Website Redesign** ★  
Nine to Thrive  
All-access

**GH Designs: Logo Redesign** ★  
GH Designs: Lead: Sofia | Phase 2  
All-access

**A fun demo** ★  
All-access

**Cycle 2: Product Updates** ★  
All-access

**Accounting Team**  
We know where the 💰 is at!  
All-access

**Company Meetup: Austin, TX**  
May 18th-22nd  
26 people

**Cycle 1: Marketing**  
All-access

**Most recent activity** - [View all](#)

- 7:00am  
✓ **Kimberly R.** added 3 to-dos to [New to-do list](#) — My Project
- May 25  
🗨️ **Geoff C.** completed 2 subtasks on [Send contract to client](#) — GH Designs: Logo Redesign
- May 25  
💬 **Kimberly R., Alex Z., Christina M., and 6 others** were chatting in [Chat](#) — The Enormicom Podcast
- May 25  
📅 **Geoff C.** rescheduled 2 events in [Schedule](#) — Enormicom HQ
- May 25  
📄 **Kimberly R.** posted a document: [Podcast Stats](#) — The Enormicom Podcast

7 people active in the last 24 hours

My Tasks My Events Do Today My Bookmarks My Notes

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# PEER MENTORING

# Mentoring Basics

## Mentoring

A developmental, caring, sharing and helping relationship where one person invests time, know-how, and effort in enhancing another person's growth, knowledge and skills.

- *Gordon Shea*

## What are the benefits to the Mentee? The Mentor?

### What Mentors Do

- Listen
- Guide
- Catalyze
- Ally
- Advocate
- Connect

### What Mentees Do

- Set the agenda and come prepared
- Remain open
- Ask a lot of questions
- Listen and are receptive to feedback
- Apply what they are learning
- Work hard & stretch themselves

# Small Group Discussion



Reflect on content today.

- Volunteer Engagement
- Inclusive Leadership
- Working in Groups
- Leading through Conflict
- Structured Planning
- Leading Meetings

What are your strengths?

What is one opportunity you'd like to strengthen and grow?

What are 2 steps you can take to improve?

# Wrap Up & Reflection



What is one action step you can move forward?

# What's Next

## 1) Evaluation!

- When the Zoom session ends

## 2) Resource Website:

- [rdiinc.org/main-street-2025-resources/](https://rdiinc.org/main-street-2025-resources/)

## 3) Next Virtual Workshop:

- Creative Community Ownership & Investment Models  
July 14, 9:30-11:30 am
- Funder Panel - September Date TBD



# Thank You!

