



# LEADER TO LEADER™ NETWORK

*STRENGTHENING YOU AND YOUR TEAM*



ENERGIZE

UNIFY



EQUIP

***BETTER LEADERS — STRONGER TEAMS***

## **EFFECTIVE TEAMS TAKE WORK—**

### **THEY DON'T HAPPEN BY ACCIDENT.**

*From for-profit entrepreneurship to non-profit ministry, we are familiar with growth and change. Whether a team of two or a team of a hundred, unity in the leadership team is crucial.*

*Jesus prayed specifically for “oneness” in His Church in John 17:21. With the many parts that make up the body, every team is unique and ever-changing. In church leadership teams, strong personalities mixed with a specific calling from God can bring all kinds of chaos if the focus is not kept on Jesus and achieving oneness. Leader to Leader™ Network lays a strong foundation and challenges us to function well in unity and love.*

*Leader to Leader professionals are truly gifted in meeting a team and prayerfully constructing a custom strategy for working through all the challenges associated with energizing, unifying, and equipping them to be a stronger team.*

*Our own marriage and the ministry of Be Still, Inc. has been strengthened by these professionals teaching us the value of each person and how beautifully a team can function when each part is working in their God-given strengths. Our work with Leader to Leader has shown us why things that work well do work well, and why we continue to struggle in other areas. We now know the strengths we should look for in a new team member should the time come. Before, we operated heavily on feelings.*

*We highly recommend all that Leader to Leader has to offer, and urge you to invest in yourself and your team by taking advantage of the workshops and custom services they provide.*

*For His glory,*

*Jesse and Lindsay Urban*

Be Still Retreats, Plainfield, Wisconsin



## **LEADER TO LEADER™ NETWORK**

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*“As iron sharpens iron,  
so one leader sharpens another.”*

Proverbs 27:17



DO YOU WANT TO:

- STRENGTHEN YOUR TEAMS?
- DEVELOP NEW LEADERS?

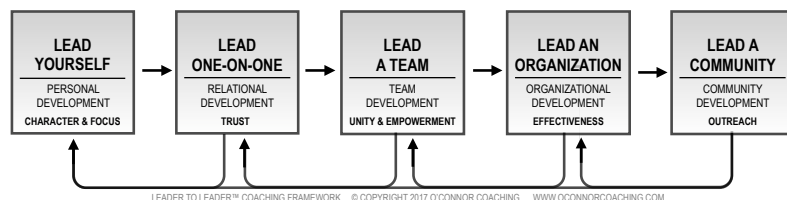
We understand that daily demands can make it challenging to design and implement a consistent leadership development plan.

We are a community of certified coaches and facilitators who help high-level leaders foster leadership development in their organizations through **WORKSHOPS** and **COACHING**.

We have an "inside-out philosophy" of servant-leadership, and we offer a proven strategy for developing leaders who live and lead with clarity, skill, and focus.

We have introduced our framework to teams in multiple denominations, as well as in educational and professional settings. All of our coaching and workshops are based on our framework:

### INSIDE-OUT LEADERSHIP FRAMEWORK



*"Part of our mission at Love INC is to strengthen leaders and teams within the local church. To do this, we are pleased to partner with Leader to Leader Network to offer their workshops in our Love INC Training Center. We believe that every team would benefit from their principles, vision, and strategy for leadership development.*

*"Over the years I have experienced both personal and team coaching through Leader to Leader. I found their tools and coaching techniques to be exactly what I needed to move forward in my leadership roles. And through team coaching I was able to learn more about each of my team member's strengths and values. This gave me insight into what motivated them and how they made decisions. Understanding our team dynamics helped us move forward as we worked together more efficiently, and helped us better respect each other in the process. We are privileged to have Leader to Leader right here in central Wisconsin—what an asset to the Wisconsin Rapids community and surrounding area!"*

DaNita Carlson, Director  
Love INC of South Wood County  
Wisconsin Rapids, WI

*"Being able to have our entire team coached was a complete game changer for us. We were able to identify the strengths and weakness of each team member and how that affected the group. We were also able to delineate specific roles and delegate responsibilities to the right people. If you and your team feel stuck or if you just need a reset, I cannot express enough the value of great team coaching."*

Bonnie Greene, Brave Women's Ministry Director  
CLF, Port Edwards, WI





# WORKSHOPS

Our engaging, interactive workshop sessions are presented using a coach-approach and include lively discussion as well as time for personal reflection. We have found that leaders naturally sharpen each other as they work through new concepts around a table.

Watch for workshops scheduled in your area, or contact us to design something for you. Each of our workshops can stand alone, or we can combine several sessions for a retreat or monthly leadership development series. We would be pleased to customize something that meets your needs.

**Gather your people and let us do the presenting while you concentrate on investing in those around your table.**

Contact Julie Overturf for availability and rates.

julieoverturf8@gmail.com

715-323-0270



## LIVING YOUR STRENGTHS

Do you like the idea of focusing on strengths instead of weaknesses? Would you like tools to help you be the very best you can be in every situation? You will leave this two-hour interactive workshop with insight that helps you understand how to mold your innate talents into true strengths. Note: Participants take an online assessment from the book *Living Your Strengths* by Donald Clifton before coming to the workshop.



## FAN INTO FLAME

Did you know that "Motivational, Ministry, and Manifestation" are three categories of spiritual gifts? God intends for His people to develop their gifts and use them to benefit others. In this two-hour workshop we will explore the motivational and ministry gifts, and you will leave inspired to develop and use your gifts to impact others. Note: Before coming to the workshop, participants will be given an assessment to identify their strongest gifts in each category.



## THINKING ABOUT THINKING

Good thinkers solve problems, never lack ideas, and have hope for the future. No matter what your circumstances, you can learn to be a good thinker. Strong leaders understand and use many types of thinking. In this two-hour interactive workshop we will examine how our personal thoughts influence our feelings and lead to our actions. You will leave with practical tools to help you and those you lead slow down, step back, and choose your thoughts. Changed thinking leads to a changed life!



## NAVIGATING CHANGE

Changes—both small and large—are a natural part of life and yet most people find it difficult even when it's a positive event. This two-hour interactive workshop explores reactions to change and helps participants better pilot the journey for themselves and those they lead. We will explore some distinct stages people and organizations must navigate as they move through change and into their "new normal."



## DISCOVER WHO GOD MADE YOU TO BE

Would you like more insight on who God made you to be? Do you long to recognize God's call on your life? This three-hour interactive workshop will help you explore and connect your spiritual gifts, passions, abilities, personal style, and life experiences. You will leave feeling energized after gaining more insight about yourself and those with whom you live and work.



## CREATING BALANCE IN AN UNBALANCED WORLD

Do you feel like your life is out of balance? Are you struggling with keeping commitments? Do you wonder if a balanced life is even possible? Good news—it is! This two-hour interactive workshop will show you what an unbalanced life looks like and feels like. Learn how applying four simple strategies can guide you to a more balanced life.





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*"Leader to Leader has been one of the most beneficial ministries we have offered in the past 10 years. This leadership development experience is still bearing fruit in our church today as a tool to develop strong leaders who know where their gifts and talents lie. I would highly recommend it as an opportunity to help any pastor develop his or her staff in the area of leadership development and team-building."*

Pastor Chuck Schumacher, Senior Pastor  
High Mill Church, North Canton, OH



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*"Our administrative team participated in a Leader to Leader Strengths workshop. The biggest take-away from the experience was to have our leadership team know both their individual and group strengths—we realized how we can use our strengths to work together to meet the needs of those who look to us for leadership. We were inspired to focus on investing more of our time in our areas of strength, and I now believe that by having our team work in roles that support their strengths, Nekoosa Public Schools is moving forward and accomplishing more for the learners in our community."*

Terry Whitmore, Superintendent  
Nekoosa Public Schools, Nekoosa, WI

# COACHING

Coaching brings clarity and focus. It helps you move from “where you are.” to “where you want to be” in any area of your life or leadership.

Unlike the athletic coaching model that has expert coaches directing their athletes' training, our coaches believe that you are the expert for your life or organization. God has placed answers within you. A good coach comes along-side to listen intently, asking questions to draw out your thoughts. Your coach will encourage you as you plan and take your next step.

## COACHING FOR TEAMS

- Is your team stuck, or just not functioning at their full potential?
- Is it time for a fresh look at your organization's mission, vision, or values?
- Does your team need to create a strategic plan?

### COACHING CAN HELP!



*“The Leader to Leader team coaching facilitated here at Mount Olive Lutheran Church was excellent. The impact on our leadership team was immeasurable. As a team we learned a lot about each other—our strengths, our values, and our abilities. Through the knowledge we gained, there is no doubt we are becoming better leaders and a stronger team.”*

Terry J. Halligan, Director of Operations  
Mount Olive Lutheran Church, Weston, WI

## COACHING FOR INDIVIDUALS

### Do you want to:

- Clarify your design and purpose?
- Live more intentionally?
- Work through a challenge, gain a fresh perspective, or start a new endeavor?

### COACHING CAN HELP!



*“Leaders can often be the last people to ask for help and direction, and simultaneously be the ones who need it the most. Being coached as a leader has been one of the best decisions I have made for myself and my team. Through coaching, I have become more self aware, confident in my strengths, and organized in my purpose. Honestly, it has helped me to aspire to be a more healthy and whole leader. I wish I would have been coached sooner!”*

Bonnie Greene, Brave Women's Ministry  
CLF, Port Edwards, WI

### *Experience the forward momentum that comes as a result of coaching!*

Each of our coaches has their own areas of expertise, and they have a variety of tools in their "coaching tool boxes." They can help you move from where you are to where you want to be much faster than you could on your own. Read through their profiles on the following pages and contact one of them if they could be of service. Learn more at: [www.leadertoleader.network](http://www.leadertoleader.network)



# TEAM

Leader to Leader Coaches and Facilitators  
each have their own areas of expertise.

They are independent contractors who have been certified through  
Leader to Leader and agree with our statement of faith,  
as well as our framework, principles, and strategies.

Learn more at [www.leadertoleader.network](http://www.leadertoleader.network) or  
contact Julie Overturf for more information.

[julieoverturf8@gmail.com](mailto:julieoverturf8@gmail.com)  
715-323-0270



**JOHN ANDERSON**  
WORKSHOP FACILITATOR, FINANCIAL COACH

John enjoys facilitating a variety of leadership workshops in both the public and private sector. He is passionate about helping people plan for the future by offering financial strategy workshops, and coaching them to develop sound principles of money management. After a successful 28-year career as an instructor for Mid-State Technical College in Wisconsin Rapids, Wisconsin, John pursued his passion for finances and currently serves as a Financial Associate for Thrivent Financial.

Contact John at: [john.anderson@thrivent.com](mailto:john.anderson@thrivent.com)  
715-323-0349



**RICHELLE HOEKSTRA-ANDERSON, PsyD**  
COACHING PSYCHOLOGIST, SPEAKER, TRAINER,  
WORKSHOP FACILITATOR

Dr. Richelle Hoekstra-Anderson, a clinical and coaching psychologist, is called to work with individuals who are at a crossroads in life—whether in their career, relationships, health, or self-growth—helping them grow into the best version of themselves. Richelle also enjoys serving as a keynote speaker, trainer, and workshop facilitator, sharing her personal story and inspiring personal growth. She brings warmth, enthusiasm, and energy to every situation.

[www.crossroadsrenewal.com](http://www.crossroadsrenewal.com)  
Contact Richelle at: [drrichelle@crossroadsrenewal.com](mailto:drrichelle@crossroadsrenewal.com)  
715-323-4479



**SALLY KISSNER**  
WORKSHOP FACILITATOR

Learner is Sally's #1 strength, and because of this she has embraced her own "inner learner" and loves sharing what she's discovered with others. She enjoys facilitating interactive workshops, helping to develop strong leaders and teams in both the public and private sector. Sally's career has spanned nearly four decades in the public sector, with experience in marketing, event management, administration, purchasing, and facilitating. She currently serves as the Executive Director of the Arts Council of South Wood County.

Contact Sally at: [smkissner10@hotmail.com](mailto:smkissner10@hotmail.com)



**DIANE O'CONNOR**  
COACH, TRAINER, WORKSHOP FACILITATOR

Diane is the designer of our Leader to Leader™ Framework, and the founder of our network. She is passionate about coaching high-end leaders, helping them to create a culture of leadership development in their organizations. Her visual strategy sessions help individuals and teams gain clarity and focus. She is a member of the John Maxwell Team and earned her Masters Degree in Ministry Leadership through Rockbridge Seminary.

[www.oconnorcoaching.com](http://www.oconnorcoaching.com)  
Contact Diane at: [designandcoach@gmail.com](mailto:designandcoach@gmail.com)  
715-421-3163



**ROBERT K. O'CONNOR, DDS**  
FINANCIAL WELLNESS COACH, PRESENTER

Bob is passionate about coaching people to understand sound principles of money management and gain control of their financial future. He coaches individuals and couples, and enjoys facilitating interactive sessions for organizations. Bob was a successful business owner for 40 years, and trained with Dave Ramsey to pursue his passion for helping others succeed with money. He currently serves as a board member for Coach Connections, a national mastermind group for financial coaches.

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*"God had been prompting me about my future and His plan for my life. My coach helped me pull together so many details and scattered thoughts! She was able to cut through what I found confusing; put order and organization to what I had been feeling for a very long time. In the time I spent with her, it was very evident that there was a theme and that God was the director. We were able to put together a plan that was unbelievable, and so exciting! The time I spent with my coach was well worth the time, and I would recommend coaching to anyone who needs help with 'putting it all together.' Did I mention how much fun it is too?"*

Reverend Alonna Roland  
Wisconsin Rapids, WI

*The work you have done with me has been immeasurable—professional coaching has changed the way I live and lead. I'd attend every leadership conference and read every book I could get my hands on, yet I wasn't utilizing what I learned until I started coaching with you. The personal growth I have experienced has impacted me in all areas of my life, not just on the job. By using Christ as my blueprint each day, I've witnessed a transformation in both my personal and professional life—as well as in those with whom I come in contact. It's an amazing feeling, and I couldn't imagine living or leading any other way!"*

Chris Hamm, Director of Operations  
HHA Sports Inc., Wisconsin Rapids, WI

To learn more, visit us at  
[www.leadertoleader.network](http://www.leadertoleader.network)

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[designandcoach@gmail.com](mailto:designandcoach@gmail.com)

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