

# District Deputy Workshop Plan

David Fisher

**DISTRICT DEPUTY MEETING**  
**JULY 19-21, 2024**



1. KofC Leadership
2. DD Skill Development
  - Earned Trust
  - Healthy Conflict
  - Mutual Accountability
3. Calendar and Action Plan
4. What is your role...?



# Leadership Principles:

- Courage
- Authenticity
- Service
- Truthfulness
- Love
- Effectiveness

## KofC Leadership: The Castle® Principles



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# DD Skill Development:

- Earned Trust
- Healthy Conflict
- Mutual Accountability

## Learning “How to”:

- Run Church Drives
- Provide training
- Access support

### Earned Trust

Low	Knight Shift	High
<ul style="list-style-type: none"> <li>We put up a façade of perfection and try to hide our imperfections.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We acknowledge our deficiencies and defects and ask for help.</li> </ul>
<ul style="list-style-type: none"> <li>We don't admit to our own mistakes and failures and blame others or circumstances.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We admit to our own individual mistakes and failures and hold ourselves accountable.</li> </ul>
<ul style="list-style-type: none"> <li>We're suspicious of each other's intentions, worried they might be serving their own interests against ours.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We assume positive intention with each other when there's ambiguity or conflict.</li> </ul>
<ul style="list-style-type: none"> <li>Our understanding of each other is just transactional, limited to our assigned roles.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We know and care about each other as human beings, not just our positions.</li> </ul>

### Healthy Conflict

Low	Knight Shift	High
<ul style="list-style-type: none"> <li>We play it safe and withhold what we truly think or believe in order to avoid conflict.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We face conflicts openly on the State team. We don't hold back in expressing our disagreements or truths.</li> </ul>
<ul style="list-style-type: none"> <li>We view conflict as a bad thing that erodes trust and cohesion.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We embrace conflict as a creative tension that leads to deeper discussions and better decisions.</li> </ul>
<ul style="list-style-type: none"> <li>We worry that challenging other's ideas or positions might result in embitterment, resentment or revenge.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We air all conflicts with each other inside the State team or in 1-1 meetings.</li> </ul>
<ul style="list-style-type: none"> <li>In debate or conflict, we attack others, resulting in judgement, defensiveness, or blame.</li> </ul>	➡	<ul style="list-style-type: none"> <li>In debate or conflict, we attack the problem.</li> </ul>

### Mutual Accountability

Low	Knight Shift	High
<ul style="list-style-type: none"> <li>We expect the State Deputy to hold everyone accountable for promised results.</li> </ul>	➡	<ul style="list-style-type: none"> <li>In our State Team, we hold each other accountable for promised results.</li> </ul>
<ul style="list-style-type: none"> <li>We expect the State Deputy to be the one holding others accountable for how they conduct themselves.</li> </ul>	➡	<ul style="list-style-type: none"> <li>In our State Team, we support each other in how we conduct ourselves, including any “negative” behavior affecting the Team.</li> </ul>
<ul style="list-style-type: none"> <li>We're suspicious of peer accountability as a self-serving power play to make us look bad.</li> </ul>	➡	<ul style="list-style-type: none"> <li>We welcome peer accountability as a gift to help each person grow.</li> </ul>
<ul style="list-style-type: none"> <li>State Team members are primarily concerned about their own results, not each other's.</li> </ul>	➡	<ul style="list-style-type: none"> <li>State Team members show as much passion and concern for each other's achievements, as their own.</li> </ul>



# Calendar and Action Plan

## In our Territory Teams:

- **Flipcharts** = represent our State-wide leadership plan & structures
- **Calendars** = our planning & communication strategies
- Using the **Fraternal Planners & Accountability Partners** = Earned Trust and Mutual Accountability



**2024 DD Planning Calendar**

MIO#:  Membership Information Officer:  Membership Growth Schedule:

District Deputies:  Contact #:

Month	MIO & Area
July	London East (MIO#8)
August	North-Western ON (MIO#4)
September	London West (MIO#9)
October	Toronto Central (MIO#11)
November	Peterborough (MIO#3)
December	Toronto West (MIO#12)

Legend: Council (Blue), District (Orange), Territory (Pink), State-wide (Purple), Supreme (Yellow), State Deputy (Green)

**2024 Calendar Grid:**

- JULY 2024: 1-31
- AUGUST 2024: 1-31
- SEPTEMBER 2024: 1-30
- OCTOBER 2024: 1-31
- NOVEMBER 2024: 1-30
- DECEMBER 2024: 1-31

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**2025 DD Planning Calendar**

Territory Goals Mutual Accountability:  Membership Growth Schedule:

Month	MIO & Area
January	Eastern Ontario (MIO#1)
February	Toronto East (MIO#12)
March	Northern Ontario (MIO#5)
April	Ottawa (MIO#2)
May	Hamilton (MIO#6 & 7)
June	OPEN

Legend: Council (Blue), District (Orange), Territory (Pink), State-wide (Purple), Supreme (Yellow), State Deputy (Green)

**2025 Calendar Grid:**

- JANUARY 2025: 1-31
- FEBRUARY 2025: 1-28
- MARCH 2025: 1-31
- APRIL 2025: 1-30
- MAY 2025: 1-31
- JUNE 2025: 1-30

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“Worthy District Deputy, what is your role...?”



# Workshop Structure

**We will be capitalizing on the experience in the room:**

- ▶ We are all a unique mix of knowledge, skills and leadership behaviors

**What are we asking from each of you?**

1. Understand our State Deputy's vision and plan
2. Recognize our expected duties willingly and courageously
3. Plan our approach with our Grand Knights and Councils
4. Seek help when required and have some fun together







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