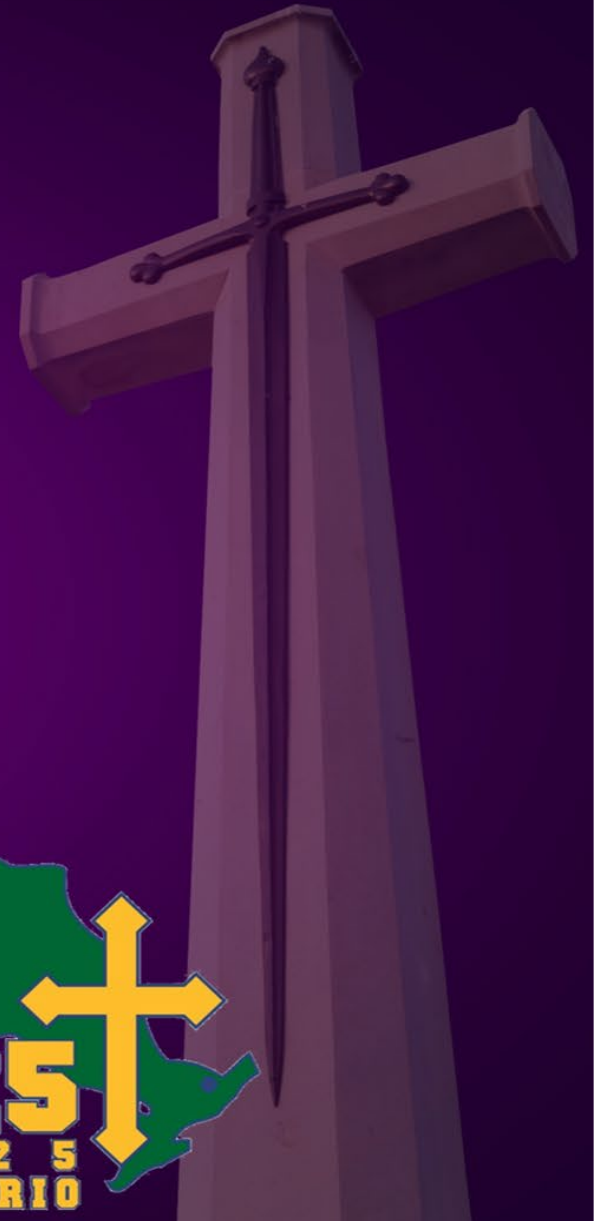


Workshop Wrap-up

David Fisher

District Deputy Meeting
July 19-21, 2024



Workshop Structure

We have been capitalizing on the experience in the room:

- ▶ Sharing our unique mix of knowledge, skills and leadership behaviors

Do you now...

1. Understand our State Deputy's vision and plan?
2. Recognize duties expected of you willingly and courageously?
3. Have a plan started for your approach with your Grand Knights and Councils?
4. See ways to get help when required and have some fun together?





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

Healthy Conflict

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

Mutual Accountability

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



Share some “Actionable Takeaways”

- ▶ Contribute to choosing the Diocesan Association Supreme Delegate for your area
- ▶ Use the Fraternal Planner with your Grand Knights and for scheduling

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)

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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)

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