

THE ROUND TABLE

INSPIRING - INFORMING - CONNECTING

What ...YOU a Leader? **A Catapult Refresher Course**

Whether you're still in high school, studying at university or college, or out in the workforce ... everyone can use a little reminder about what leadership is all about.

At the heart of it, leadership is not about position or title, but about influence. Whether you're an extrovert or introvert, every one of us has the ability to lead.

Leaders are everywhere, not just out in front. They are at the back of the group - pushing, encouraging, and supporting others to go forward and do their best. And there are leaders in the middle - coaching, challenging, helping, inspiring by example. Leaders and leadership are as unique as you are.

During the debrief after Catapult's 2012 Amazing Leadership Race, one Family said their greatest asset was Billy. When they started to fall apart, it was not the person they'd chosen to be team leader who saved them, it was Billy. He led from the middle, encouraging the slower ones to keep up and the faster ones to be patient. And it was Billy who reminded the talkers to listen to everyone's ideas before making a team decision. Even though he was a quieter, unassuming type, it was Billy's leadership style that helped them win the race.

The key to leading, whether it's from the front, middle or back, is to first lead yourself. To lead yourself you must be able to make your own decisions, manage your emotions, keep a positive attitude, meet your commitments, and do all things with integrity. You must also be willing to follow, since leaders are always learning. And you must never use the fact that the person above you is a poor leader as an excuse to be a poor leader yourself.

How to Lead Yourself:

- 1. Become self-aware.** What motivates you? What are your actual strengths and weaknesses as a leader and as a person? How's your moral compass? Are your actions consistent with your words?
- 2. Become involved.** Join clubs & organizations and connect with other people from as many backgrounds as you can.
- 3. Be a team player.** You can accomplish far more in a group than you can ever do on your own. Be open minded to people who are different from you.
- 4. Communicate well.** Work to improve your speaking, writing and listening skills. Asking good questions can unleash the power of creativity within a group. Leaders

speaking with conviction. That means they have to know what they're talking about, and if they don't, they admit it. Asking for help is not a sign of weakness, it's a sign of confidence.

5. Set Goals. Leaders know where they want to go, they make a plan to get there and they review and tweak their plan regularly.

6. Build your Confidence. The quickest way to do this is to try things you've never done before, including the things that scare you. Expect to make some mistakes. Mistakes are just an opportunity to learn and improve. Never stop expanding your comfort zone.

7. Stay true to your commitments. Do what you say when you say you'll do it.

8. Practice self compassion. You can't be truly confident unless you like yourself, so be kind to yourself.

To lead in any direction, forget about levels, forget about titles and ignore positions. Do what is right, say what you mean, act with integrity and exert honest influence to everyone around you. Help bring out the best in others so that they can realize and step into their own potential. When you can be both a good follower and can lead yourself well, you become easy for leaders above you to do their job. When you're easy to lead, your influence grows ... and your chance for success goes way way up!

Talking about goals and leadership:

On Dec 6th, we held a Zoom session on Goals, led by Mike Kennedy, CPA who teaches accounting at Acadia University. Mike started by asking us some tough questions: **What are you good at? What do you really love to do? What does the world need right now? What could you get paid for? Where do these four things align?** Aside from another opportunity to meet other Catapulters during the session, Paris Greenlaw-Gray '19 loved the Ikigai and Kahoot break-out activities. Did you know only 3% of people write down their goals - and because they do, they are 140% more likely to achieve them? 60% of people make new years resolutions, but only 8% follow through. Are you in the winning minority?? Anyone who attended will tell you Mike is a super interesting guy. Follow his adventurous exploits and his community service on Instagram at @mikefromeasttowest.

COMMITMENT: an essential trait of a good leader!

Commitment is a leadership quality that inspires and attracts people. Today's digital world makes it easier than ever to say 'yes' to something without any real intent. How often have you clicked **YES, I'LL ATTEND** when what you're really thinking is **SOUNDS INTERESTING, MAYBE I WILL, MAYBE I WON'T**. And you don't. Have you ever organized one of those events where the no-shows were the majority? How much time, money and energy did you waste planning for 100 people when only 10 showed up? Have you ever been a no-show and thought about the impact of your decision on others?

Commitment means staying loyal to what you said you were going to do long after the mood you said it in has left you.

So don't say yes (or click) YES unless you 100% mean YES. If you're not sure, ask questions and take some time to think about it. Don't say yes just to be 'polite' or because you think you're supposed to. Unless your commitment is genuine, you won't be motivated to honour it. And when you don't honour your commitment, you'll be seen as unreliable. And irresponsible. Your reputation as a leader can be damaged.

Sure, sometimes things happen beyond our control that cause us to miss an event, a meeting or a deadline. When that happens, let someone know ASAP and help make alternative arrangements if possible. Sometimes we simply forget. When that happens, apologize. You'll be far more respected for owning it than if you provide a flimsy excuse. (Let's face it - today's technology with calendar beeps and alarms makes forgetting pretty hard!).

So when YOU say (or click) YES— say 'You Can Rely On Me'.

SELF COMPASSION: also an essential trait of a good leader!

Self compassion builds resiliency that builds confidence.

Think back to the last time you failed or made a big mistake. Do you still scold yourself for having been so stupid or selfish? Or do you accept that to err is human and talk to yourself with care and tenderness?

Some take pride in being hard on themselves as a sign of an ambition to be their best possible self. But research shows that self-criticism often backfires – badly. Besides increasing unhappiness and stress levels, it can increase procrastination, and make us less likely to achieve our goals.

Instead of chastising yourself, make a deliberate effort to take care of yourself through times of disappointment or embarrassment. **When negative thoughts come, think of what you'd say to a good friend if they were in your situation.** You would meet them with empathy. Give yourself the same kindness you'd give to them.

On a scale of 1 (almost never) to 5 (almost always), ask yourself:

- I try to be loving toward myself when I'm feeling emotional pain
- I try to see my failings as part of the human condition
- When something painful happens, I try to take a balanced view of the situation and
- I'm disapproving and judgmental about my flaws and inadequacies
- When I think about my inadequacies it makes me feel cut off from others
- When I'm feeling down, I tend to obsess and fixate on everything that's wrong

The more you agree with the first set of statements, and the less with the second set, the higher your self-compassion.

Self-compassion can create a sense of safety that allows us to confront our weaknesses and make positive changes, rather than becoming overly self-defensive or wallowing in hopelessness.

For many, the covid struggles of isolating and remote learning have provided the perfect breeding ground for self-criticism and doubt. While we cannot eliminate those stresses, we can at least change the ways we view ourselves, giving us the resilience to face the challenges head on. Self-compassion and self-care is not a sign of weakness. When life gets tough, self-compassion can actually make you stronger.

* * * * * SNAPSHOTS * * * * *

ABUL FAQIRZADE - 2018



Town: Halifax **Cool Fact:** My lift total off the bench, squat, deadlift adds up to 815 lbs. **Fave Camp Memory:** Meeting ex-NBA'er Will Njoku. **What inspires me:** My parents inspired me to work hard. **Future Plans:** Physical therapist for a sports team. **Fave quote:** "I'll do whatever it takes to win, whether it's sitting on a bench, handing a cup of water to a teammate, or hitting the game-winning shot." - Kobi Bryant

EMILY ODO - 2019



Town: New Waterford **Cool Fact:** I've lived in 2 provinces. **Fave Camp Memory:** Photo challenge. **Who inspires me:** My guidance counsellor. **Future Plans:** Dalhousie for science then medicine! **Fave quote:** "If you aren't willing to keep looking for light in the darkest places without stopping even when it seems impossible, you will never succeed."

OWEN WHYNOT - 2020



Town: Middleton **Cool fact:** I enjoy art & music. **Fave Camp Memory:** Cook-off challenge (I made grilled Mac&Cheese) **What inspires me:** My parents - they work so hard & never lose their cool. **Future Plans:** Heavy machine operator & coach a unified basketball team. **Fave Quote:** "The most important thing is to try and inspire people so they can be great in whatever they want to do."

Our BLM Forum was well attended with over 40 participants on Zoom. Thought provoking, insightful and raw, we thank Megan Wright '13, Vanessa Hartley '14, and Noah Claremont '16 who volunteered to be our Panelists and share their life experiences as Black Nova Scotians. Our conversation continued for more than an hour after the formal program ended. But there's a lot more conversations needed. **Mark your calendars for our Forum conversation "Walking the Path to Reconciliation" where we will hear from our Indigenous Catapulters. Sunday March 7, 6:30-8. Contact Lori to register.**



Hi, I'm Navarre Hebb, a 2010 Catapult, My sparknotes since Catapult: A year in Belgium, a year in Newfoundland, an Engineering Degree at the Royal Military College, and now working as a Data Scientist on a small AI team in the investment banking arm of HSBC. I rollerbladed over 600km this summer, and my (latest) COVID hobby has been making a youtube series about Toronto architecture.

In October, I attended the Catapult BLM Forum. Chanae (from the Buddy Daye Institute) kicked things off with a presentation that was super polished and too jam packed for me to summarize, so I'm just going to say that my biggest takeaways were inequalities in education and how pervasive racism is everywhere in the world. Without fail, the Catapult panelists had stories about how their educational experiences had been impacted. One thing that struck a nerve with me was **"When you say you don't see colour, what you're really saying is I'm invisible"**. Then Andreas (Infinitus Academy) followed up with an equally dense presentation, so again I'll make no effort to outline it. A big part was about how to be a good ally. He shared a 'spectrum' that included things you'd hear people say from one extreme to the other. I hunted down where I thought I fit on it, and then immediately said to myself "okay, that's how I need to start thinking to be a better ally."

Beyond the presentations though, the discussions with the panelists opened my eyes over and over. How "Picking my battles" results from racial battle fatigue, how "You're so well spoken" comes with an implication, or a new one for me came right at the tail end: Consciously removing hands from pockets when entering a store. Beyond the panelists, I heard stories about discrimination based on disabilities, sexuality, and immigrant experiences.

I'm so happy that I had the opportunity to hear from all these fellow Catapulters. Each was a voice that I don't hear enough in my day to day life. I don't know what the next forum will be about, but given how enlightening and thought provoking this one was, I can't wait for it.



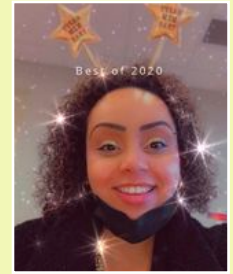
Looking for employment and like IT?

Check out NPower Canada!

NPower Canada provides **FREE** in-demand digital skills training and connects participants to career opportunities with some of Canada's largest employers. The program is designed to provide training for jobs that actually exist and that start above minimum wage and from which a career can grow. It's new in Atlantic Canada and the goal is to graduate 150 youth in 2021 (50 per group starting in Feb, May & Sept 2021). Applicants require a high school diploma or GED. The 15-week virtual semester includes everything you need to become successful in an IT career and includes digital workplace tours, speakers from the industry and digital networking opportunities. Since professional skills are just as important for success, students also receive workshops on life skills, resilience and job preparation.

Visit npowercanada.ca for more information and to apply for a seat in one of the upcoming semesters. Or contact catapulter Tyler Sweeney '10 (NPower's Youth Programs Coordinator) at tyler.sweeney@npowercanada.ca.

Megan Wright '13 was one of our alumni Panelists. She has a degree in Community Development from Acadia University and is working at Access Nova Scotia.



As we all sat at home during the pandemic, the death of a Black man went viral and conversations began that will change the world. People from all backgrounds, cultures and ethnicities stood in solidarity with Black communities worldwide.

The injustices faced by Black peoples are similar, we experience it in schools, at work, in public and specifically when it comes to dealings with authority. It is discouraging that I am not the only one facing the hurdles I do, but knowing it's because of the way I look has helped me grow exponentially.

Beginning this conversation that #BlackLivesMatter within Catapult has allowed for the group to understand the similar experiences of Black people in our small Province of Nova Scotia where we have a very long history of Black settlement & even longer history of discrimination. I feel like I have a voice in the Catapult Organization, which I can't say about many!

A guide to Allyship to help you become a more thoughtful and effective ally: www.guidetoallyship.com

Congrats to Vessa MacNeil'17 for winning the Catapult Alumni Award of \$750. Thanks to all the Catapult alumni who donated and made this award possible!!!!

Wise Words from Mr Phil:

If opportunity doesn't knock, build a door.



Alexander Sack-Redden '16 attended a presentation about **Katimavik** and now he's in Calgary, starting a 5 month program. He'll finish the 2nd half in Quebec City. Katimavik's acclaimed National Experience program challenges young Canadians with a transformative experience to empower them to become: supporters of Truth and Reconciliation; contributors to an eco-friendly and sustainable

world; advocates for inclusiveness and diversity; and confident change-makers working towards a better Canada. Katimavik is open to all youth aged 17-25. All expenses are covered, including transportation, housing and meals. Participants are asked to fundraise \$1000 to contribute to the costs of their participation but Katimavik provides tools and resources to assist.

If you're interested - apply at katimavik.org



Catapult's Board of Directors is excited to welcome Ashley Doyle, CPA/CA, MBA as our new Chair. Many Catapulters know Ashley from PLUS where she teaches money management. She is currently a Professor of accounting and taxation at Acadia University and has over 13 years of business experience working in various leadership roles. Ashley is also a yoga instructor in the Valley where she lives with her husband Rob and her 2 young sons, Lochlan and Hawksley. Ashley has been active with Catapult since 2013 and is passionate about helping youth be their best authentic selves.

Ashley Doyle recommends 'Philosophize This!', highlighting famous philosophers in an easy to digest manner.



A LETTER FROM JANE ROY

Dear Catapulters and Counselors,

I am so excited to pass my "chair" to Ashley. She is not only extremely capable and a genuinely nice person, but she's as passionate about Catapult as I am. I genuinely believe all organizations need an occasional change in leadership in order to stay fresh and keep being their best. We are living in unprecedented times - the timing couldn't be better.

Catapult has truly been a blessing in my life, with more rewards than I can list. I'm so grateful to have met every one of you. You have made me a better person. And a better leader. I'm in awe of your ability, your resiliency and your passionate commitment to making our world better. I'm so grateful for the friendships we've created, that continue to endure and feel like family. I love that I still hear from so many of you - it always makes my day!

I may be retiring from the Chair but I'm not retiring from Catapult. I'm now 'Honorary Chair' and still on the Board. And after 12 years, I can't imagine spending a summer without attending Camp (at least in part!) After covid forced us to go virtual last summer, somehow those dorm beds and dining hall meals are even more appealing!

It has been an honour and a privilege. In the words of Makayla Fortin '19, "Stay strong and catapult on!!"

~ Jane

Here's what you

missed! On Jan 31, we gathered on Zoom to talk about "Getting Involved". Why? To discover the value of human kindness and the rewards it brings to both you and your community while developing leadership skills at the same time.

The words at left are what



the participants used to describe their take-aways. Andrew Foote '19 said, "It was helpful to talk about how to face pitfalls with the knowledge and skills we have, and how we can learn from others along the way." See you at our next get together - Feb 21st!

February is Black History month!

UP coming EVENTS

Contact Lori to register for an event. All to be held on ZOOM. All welcome!

Sun Feb 21, 6:30-8	Rid that Covid Funk!	Build funk resiliency. Led by Lori Barker
Wed Feb 24, 7-8	Child & Youth Care Program - Info session	Led by Counselor Kevan Henshaw (email Kevan.Henshaw@gmail.com for a link)
Sun Mar 7, 6:30-8	Walking the Path to Reconciliation	A Forum conversation with our Indigenous Catapulters
Sun Mar 21, 6:30-8	Money Management	Led by Acadia Prof Ashley Doyle
Fri, April 9	WEAR YOUR CATAPULT SHIRT TO SCHOOL DAY	Instagram a pic and tag us for a chance to win a prize!
Sun Apr 18- 6:30-8	Wellness Workshop	TBA
Sun May 30, 6:30-8	Life Long Learning	Led by Ashley Doyle & Lori Barker

*Need to talk? kidshelpphone.ca

APRIL is income tax time! Do your own return for free on simpletax.ca. It's easy! (Contact Lori if you need help getting started)

Practice self compassion at www.selfcompassion.org/ exercise-1-treat-friend



THE ROUND TABLE was named with Catapult's medieval theme in mind. King Arthur insisted on having his faithful knights seated at a round table where everyone was treated equally and had an equal voice. Use your voice and send us your submissions for the next newsletter!



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