



SUCCESS DEVELOPMENT RESOURCE CENTER™

Introduction

The concept of creating a Success Development, inc. (SDi) Resource Center™ began in 2000. As a result of the economic times and the need for more ongoing support and development for individuals – both in the workplace and in their private lives – Success Development, inc. started exploring ways to meet that need.

Through interviews and participation of clients, focus groups, and individuals – as well as testing methods of delivery – we determined that a means for **organized, economical, internal, self-sustaining support and development** was more likely to be embraced and feasible. We also identified that we needed to provide “Leadership Skills of Others and/or Self,” Practice, and Relationship Building.

As a result of the information gathered, there was a need for two different formats, if we were to meet the members’ needs. The first, called a Leadership of Self and Others (LSO) Resource Center™, is designed for a group of individuals that are all in a leadership role – either within the same organization or a group brought together from several organizations.

The second, called a Leadership of Self (LS) Resource Center™, is designed for a diverse group of individuals that may or may not be in a leadership role – either within the same organization or a group of individuals brought together from several organizations.

A Sponsor (certified representative/distributor) is appointed to each Resource Center™ and is supported by the Success Development office to ensure consistency, quality and linkage among all Centers™.

On October 7, 2003, after nearly three years of planning, the first LSO Resource Center™ (RC-ONE) started in northern Indiana with seven charter members. It continues to be a strong group as a result of the development opportunity.



SUCCESS
DEVELOPMENT
INC.

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Frequently Asked Questions

What are RESOURCE CENTERS™?

A designated group of Leaders THAT COME TOGETHER, IN AN ORGANIZED MANNER, with the objective of becoming AND REMAINING
A **RESOURCE** FOR EACH OTHER.

RESOURCE CENTERS™:

- Are chapters/organizations “for leaders with success in mind”
- Are self-lead by trained members using:
 - Structured user-friendly materials provided by SDi
 - Materials that include “Key concepts of learning” for each session
- Begin regularly scheduled meetings/sessions after:
 - Personal assessments and feedback - Exclusively uses **Extended DISC**®
 - Training in five key topics
- Meet two times a month
- Have learning opportunities and personal development activities each session
- Encourage active participation of each member

Examples – Leadership Skills used in the learning opportunities include:

- ▲ Identifying Needs
- ▲ Assertive Communication
 - Verbal
 - Nonverbal (including Listening)
 - Emotional Intelligence
- ▲ Delegation
- ▲ Motivation
- ▲ Goals (Setting, Achieving & Maintaining)
- ▲ Team Building
- ▲ Creating an Optimal Learning Environment
- ▲ Identifying Performance Expectations
- ▲ Seeking and Giving Assistance
- ▲ Using Your Resources
- ▲ Building Trust
- ▲ Coaching
- ▲ And many more.....

Who would start/join a RESOURCE CENTER™?

Leaders of:

- Workgroups/departments/units
- Corporations
- Small businesses

Where are RESOURCE CENTERS™ located?

- WITHIN AN ORGANIZATION made up of like workgroups or diverse employee work groups - same organization
- IN A MEETING FACILITY or ONLINE made up of sponsored individuals – from different organizations
- IN A PRIVATE LOCATION OR OFFICE made up of sponsored individuals – different organizations

Why would a Leader start/join a RESOURCE CENTER™?

Because they are a Leader and want:

- Learning opportunities
- Support of self and others
- Confirmation and “practice”
- Motivation of self and others
- Definitions and insight of others
- Personal growth and development

When would a Leader start/join a RESOURCE CENTER™?

When they want/need:

- | | |
|---|--|
| Team evolution from a group foundation | Team recognition, synergy and camaraderie |
| Assertive communication skills development | Personal satisfaction, direction, and reward |
| Confidential support and learning from peers | Supported career development/reinforcement |
| Nonjudgmental camaraderie and trust building | Goal identification, achievement and maintenance |
| Leadership of others and/or self skills development | |



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