

ASHRAE Ottawa Valley Chapter

Chapter Meeting #7 –April 18th 2017

Meeting Date:	May 16 th 2017
Location:	Centurion
Attendance:	Total: 83
	Members: 56 Guests: 22 Students: 3
Theme:	History
Tour:	N/A
Tech Session:	N/A
Table Top:	History
Program:	Principles of Leadership and Group Dynamics
Speakers:	Dr. Victor Golschmidt
Prepared by:	Chris Fudge

Social (17:30 – 18:10)

Business Session (18:10 – 18:59)

- President Abbey Saunders called the meeting to order.
- President Saunders introduced the Board of Governors and the Executive.
- Secretary Chris Fudge introduced the guests for the evening.
- Membership promotion chair Celine Baribeau introduced the new members
- Steve Moons gave an update on the upcoming golf tournament.
- President elect Adam Graham gave an update on research promotion. Currently at 23,000. Program is going very well. The research promotion prize for the night will be a 50/50 draw.
- History chair Jeremy Strong gave a short overview of the table top. Mr. Strong also introduced the past presidents.
- Cathy Godin did a toast to the past presidents.
- Bob Kilpatrick gave out plaques recognizing companies for supporting members in their ASHRAE activities. Mr. Kilpatrick also gave out the Student Activity award. Peter Shaw-Wood gave out the award for student of the year of 250 dollars to Elizabeth Primeau.
- Mr. Kilpatrick also gave out the award of excellence. The award is given in commemoration of past president Paul Baker.

Dinner (18:30–)

Evening Program (19:30 –)

- Adam Graham did the 50/50 draw for research promotion Evens Mutua won the draw.
- Peter Shaw-Wood gave an overview of the upcoming cycle events that will take place over three weekends over the summer. There will be a mountain biking event and road biking event.
- President Saunders thanked the existing board and executive as well as our chapter executive

Sandy Taylor.

- Dan Redmond gave out the awards for the local chapter technology awards competition. George Mammari, Frank Bann and Ross McIntire all received awards.
- Bob Kilpatrick installed the board and executive for the society year 2017/2018. He gave the gavel to Mr. Graham
- Mr. Adam Graham invited Mrs. Saunders to the stage to receive her past presidents pin.
- President Graham invited Past President Gabriel Laslo to come to the podium. Mr. Laslo noted that the first female past president in Ottawa was Gemma Kerr years ago.
- Mr. Graham started his speech by thanking the members and executive. Mr. Graham noted how being involved in ASHRAE has been very rewarding for him. He mentioned he was encouraged by many new members getting involved in the operation of the chapter. He mentioned that ASHRAE serves to bring people of diverse roles in the construction industry together. Mr. Graham gave an overview of the upcoming year in terms of business and some of his main points of focus for the upcoming year.
- President Graham introduced the evening's speaker Victor Goldschmidt.
- The evening's program subject was effective leadership is essential in ASHRAE committee work. The distinctions between management and leadership are brought forth, together with major concepts defining effective leadership. Concepts of group dynamics, including non-verbal communication styles are also presented.
- Victor started his presentation by reviewing the core values of ASHRAE as well as the ASHRAE mission statements.
- Victor also challenged the ASHRAE mission and also challenged members as to what they are doing.
- Victor also reviewed the vision statement and mentioned perhaps no one in the room knows it and therefore what is the value.
- Condensed essentials of change. Change leadership communication. To equip empower evaluate and edify.
- A leader needs to people and there must be a dialog with the people.
- Once an organization plateaus something must be done as either you will go down or rise up.
- The questions is what must be done but the requirement is that change must be implemented.
- What is required for effective change?
- Change is the delta from the occurring present to the future. It implies that you don't look back. Invest in creativity look forward only. Those who look back when driving will not see the curves ahead.
- Define the boundaries do not be reactionary to the environment don't compete with competitors jump ahead of them.
- Don't analyze past mistakes, do not extrapolate, analyze the past. Develop a comprehensive and thorough vision statement.
- Can you buy into being proactive and a change agent?
- The delta, unfamiliar uncomfortable, costly not safe. Some will be hurt.
- In the presence of change, 30 % supportive, 50 % observers, 20 % blockers.
- Working with the blockers can increase the blockers. Do not focus on the blockers.
- Can you identify in your chapter a blocker, a wounded one and a maverick?
- If you are a change agent never expect 100 % support if you have it you are not a change agent.
- Note the straight edges. Puzzle kid encourage. Give the vision to the members, equip

with tools to do the job, empower and then edify (good job!) finally evaluate.

- The vision is the most important part.
- MBO's are drivers that are outside the body the vision comes from within. The vision requires leadership skills MBO's require management skills.
- Management is more about structure and metrics while leadership is more the visionary.
- A manager has to centralize tasks, while a leader needs to distribute tasks. There needs to be a balance of leadership and management. A leader is part of the unit and communicates one on one with the members of the group.
- Change requires leadership skills.
- Envision, equip, empower, edify and evaluate key steps to effective leadership. These five need to be done in sequence.
- Do not under estimate the power of edifying.
- Idealized unreachable noun challenging destination, energizing unifying exciting.
- Communication change character. Communication is sharing it needs to be one on one.
- Communication involves a transmitter and receiver. Humans are equipped with many sensors that are involved in communication.
- 10 levels of communication. Beginning with talking and moving to finally Twitter. As you move from one level to the next more and more of the sensors we are equipped with are removed from the equation.
- When we are communicating we need to know/aware which brain we are processing with.
- Verbal communication is 7 % verbal the remainder is tone and
- How many words per minute can you? 30 write, 75 type talk 125 read 200.
- Images seen by the eyes can process
- Conscious mind 2000 bits per second. Subconscious mind 10 million bits/s.
- How can we use our subconscious to improve our communication?
- Kinesics what message are we conveying with our body language.
- What does the room communicate? Does it say we don't want you here? Openness communication leadership? Could it be enhanced to communicate
- Chronemics the use of time. What is your culture of time and what does it communicate.
- Proxemics. See how close people get to you or stay away from you and what are you communicating.
- Adverse response, boxer bumper ...think carefully which of these you have recently used.
- Active listening. Not rescuing it is intentional listening. Why do we think showing sympathy is a good move? There is no judging just active listening just sharing.
- Does the talker want a solution to vent feedback? Ask.
- Sympathy and identification are not part of empathy.
- MGO's to GCO's (guidelines for chapter operations).
- Education prepares managers experience develops leaders.
- Mr. Adam Graham thanked the speaker and presented him with a gift.
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