

Characteristics of Successful Deaf Leaders

T. Alan Hurwitz

Thursday, August 10, 2006

8:30 a.m. – 12:00 p.m.

Characteristics of Successful Deaf
Leaders - Chinese

1

成功的聋哑领导人的特征

T. Alan Hurwitz (艾伦·荷维兹)

2006年8月10日, 星期二

上午8: 30—中午12: 00

What is Leadership?

- Discussion
- Life Boat Game
- Principles of Leadership
- Questions and discussion

Characteristics of Successful Deaf
Leaders - Chinese

2

什么是领导？

- 讨论
- 救生艇游戏
- 领导的原则
- 问题，讨论

Leadership Topics

- Ways to start organizations
- How to motivate people
- How to organize for action
- The concept of networking
- Communication patterns within groups
- Delegating responsibilities
- Fundraising
- Making contacts
- Determining priorities
- Reward system

Characteristics of Successful Deaf
Leaders - Chinese

3

领导主题

- 开始组织机构的方式
- 怎样激励人们
- 怎样从行动上组织起来
- 关系网的概念
- 组内的交流模式
- 代表责任
- 筹款
- 发展联络
- 决定优先性
- 奖金系统

What Leadership Means to Us?

- An opportunity to interact with others
- An opportunity for us to make mistakes and learn from experiences
- An opportunity to help others
- An opportunity to share experiences
- An opportunity to develop organizational skills

Characteristics of Successful Deaf
Leaders - Chinese

4

领导对我们来说的意义是什么？

- 一个相互影响其他人的机会
- 一个让我们犯错误，然后从这些经历中学习的机会
- 一个帮助其他人的机会
- 一个分享经验的机会
- 一个发展组织技巧的机会

What Leadership Means to Us? (continued)

- An opportunity to learn how to help people to raise funds
- An opportunity to help others to become leaders
- An opportunity to motivate people to become involved
- An opportunity to get help from other groups and get support services

Characteristics of Successful Deaf
Leaders - Chinese

5

领导对我们来说的意义是什么？(续。。。。。。)

- 一个学习怎样帮助人们筹资的机会
- 一个帮助其他人变成领导的机会
- 一个激励人们变得相关的机会
- 一个得到其他团体帮助和支持服务的机会

Leadership

- Loyalty
- Enthusiasm
- Acceptance
- Diplomacy
- Effort
- Responsibility
- Sacrifice
- Humility
- Involvement
- Productivity

Characteristics of Successful Deaf
Leaders - Chinese

6

领导

- 忠诚
- 热心
- 认同
- 外交
- 努力
- 责任
- 牺牲
- 谦卑
- 包含
- 生产力

Life Boat Game

- Form small groups of 4 individuals from same country
- Read the listing and description of members in a life boat
- Imagine the life boat being in the middle of nowhere in a vast sea
- The life boat is sinking! There are too many people on the board.
- Your job is to decide which five people must get off the boat.

Characteristics of Successful Deaf
Leaders - Chinese

7

救生艇游戏

- 从同一国家来的4个人组成一个小组
- 在救生艇里阅读成员列表和描述。
- 想象救生艇在无边无际的大海中央。
- 救生艇正在下沉。太多的人在救生艇上了。
- 你的工作就是决定哪5个人必须下船。

Life Boat Game

- Jack – Farmer, 31, strong and healthy
- Mary – Jack's wife, 6 months pregnant
- Debbie – 2nd year nursing student
- Roger – Deaf, most intelligent on the boat
- Bridgette – Famous singer, dancer and movie star. Donates ½ of the money she earns to support orphans
- Herman – Rabbi, 54. During WWII he helped 1000 Jews escape from the concentration camps
- William – only pro sailor, pro navigator, has cancer and will die in 5 years
- Sam – Olympic champion in all sports, has won many gold medals
- Anne – Daughter of a multi-millionaire, 9 yrs old
- Georgette – Famous scientist, 40. Designs a spaceship to land on Mars

Characteristics of Successful Deaf
Leaders - Chinese

8

救生艇游戏

- Jack（杰克）——农民，31岁，健康强壮
- Mary（玛丽）——杰克的妻子，怀孕6个月的孕妇
- Debbie（黛比）——护士学校2年级生
- Roger（罗杰）——聋人，船上最聪明的人
- Bridgette（布里奇特）——著名歌星、舞星、电影明星，捐献了他所有收入的一半用来支持孤儿。
- Herman（赫尔曼）——犹太学者，54岁，2战时期，帮助了1000个犹太人从纳粹的集中营中逃跑。
- William（威廉）——唯一一个职业水手、职业航海家，患了癌症，5年内将过世。
- Sam（萨姆）——奥林匹克全能冠军，赢得很多金牌。
- Anne（安妮）——百万富翁之女，9岁
- Georgette（乔吉特）——著名科学家，40岁，设计了一艘登录火星的宇宙飞船。

Life Boat Game

Name	On board	Off board
– Jack		
– Mary		
– Debbie		
– Roger		
– Bridgette		
– Herman		
– William		
– Sam		
– Anne		
– Georgette		

Characteristics of Successful Deaf
Leaders - Chinese

9

救生艇游戏

姓名	在船上
下船	
Jack (杰克)	
Mary (玛丽)	
Debbie (黛比)	
Roger (罗杰)	
Bridgette (布里奇特)	
Herman (赫尔曼)	
William (威廉)	
Sam (萨姆)	
Anne (安妮)	
Georgette (乔吉特)	

People to keep on board

Name	#1	#2	#3	#4	#5
– Jack					
– Mary					
– Debbie					
– Roger					
– Bridgette					
– Herman					
– William					
– Sam					
– Anne					
– Georgette					

Characteristics of Successful Deaf
Leaders - Chinese

10

留在船上的人员

姓名	# 1	# 2	# 3	# 4	# 5
Jack (杰克)					
Mary (玛丽)					
Debbie (黛比)					
Roger (罗杰)					
Bridgette (布里奇特)					
Herman (赫尔曼)					
William (威廉)					
Sam (萨姆)					
Anne (安妮)					
Georgette (乔吉特)					

Identify individuals who are most talkative or least talkative

MT Next MT In Middle Next LT LT

- #1
- #2
- #3
- #4
- #5

Characteristics of Successful Deaf
Leaders - Chinese

11

确认个人爱交谈的程度

最爱说的 次爱说的 中等爱说的 不太爱说话的 最不爱说话的

- #1
- #2
- #3
- #4
- #5

Life Boat Game

- What is the answer?
- What did we learn from this process?

Characteristics of Successful Deaf
Leaders - Chinese

12

救生艇游戏

- 答案是什么？
- 从这个游戏过程中我们学到了些什么？

Life Boat Game

- Different values
- Opportunity to express views and opinions
- Leadership qualities
- Group consensus
- Decision-making process

Characteristics of Successful Deaf
Leaders - Chinese

13

救生艇游戏

- 不同价值
- 表达看法观点的机会
- 领导品质
- 小组一致意见
- 决策制定过程

Life Boat Game Suggestions

- Elect a moderator, group leader or chairman
- Rules to be established for discussion
- Everyone participates? Or just one or two individuals most of the talking?
- List goals and objectives
- Plan action

Characteristics of Successful Deaf
Leaders - Chinese

14

救生艇游戏建议

- 选出一个仲裁人，小组领导或者主席
- 制定出讨论规则
- 每个参加者？ 或者仅仅一个或者2个说话最多的？
- 列出目标和目的
- 行动计划

Life Boat Game Purpose and Rules

- Better organization and planning
- Less time
- Rules
 - Solicit rules from group
 - Vote on each rule with a simple majority
 - Begin and end on time
 - Elect a chair and a recorder
 - Establish time limit for discussion and decision
 - No side conversations
 - Amendments as needed

Characteristics of Successful Deaf
Leaders - Chinese

15

救生艇游戏的目的和规则

- 较好的组织和计划
- 较少的时间
- 规则：
 - 从小组里征求规则
 - 对每个规则按照多数同意的原则投票
 - 准时开始和结束
 - 选举出一个主席和一个记录员
 - 对于讨论和决定建立时间限制
 - 禁止片面交谈
 - 当需要时制定修正规则

Five Important Attributes

- Character
- Communication Skills
- Vision and Action
- Creativity
- Personality

Characteristics of Successful Deaf
Leaders - Chinese

16

五个重要特征

- 性格
- 交流技巧
- 眼力和行动
- 创造力
- 个性

Political Advocacy

- Build a political support base.
- Get to know the key persons and give them what they want to hear or see.
- Every decision involves consideration of relevant cost, benefits, and risks.
- Use common sense.
- Be flexible in your attitudes
- It is permissible to make mistakes, but make sure that you learn from whatever ones you do make.

Characteristics of Successful Deaf
Leaders - Chinese

17

政治主张

- 创建政治支持基础
- 去认识关键性人物，并且给予他们想听到的和想看到的
- 在每个决策制造时，都要考虑到相关的花费、利益和风险
- 运用常识
- 在态度上灵活
- 犯错误是允许的，但是腰确信你从所做的事情里学到了东西

Political Advocacy (continued)

- Always respect the intelligence of your peers.
- Keep the ship sailing on smooth waters.
- Stand up for what you believe is right and be prepared to defend your position well.
- Put your ideas into a suggestive mode.
- Life is always not fair, like it or not, so make the best of it.

Characteristics of Successful Deaf
Leaders - Chinese

18

政治主张（续）

- 总是尊重同僚的才智
- 保持船儿在平静的水里航行
- 支持你认为是正确的事物，并且准备很好地保卫你的立场
- 把你的想法放进联想的模式里
- 生活不总是公平的，无论喜不喜欢它，我们都要创造最好的

Leadership Theories

- Crab Theory
- Vacuum Theory
- Me to We
- Assume
- Chopping a tree
- Leader
- I can vs I can't

Characteristics of Successful Deaf
Leaders - Chinese

19

领导能力理论

- 螃蟹理论
- 真空理论
- 我对我们
- 假设
- 砍树
- 领导
- 我能对我不能

Qualities of Leadership

- Education
- Respect
- Patience/Tolerance
- Enthusiasm
- Labor
- Ideas/Imagination
- Action
- Determination
- Self-discipline
- Self-confidence
- Humility
- Zeal

Characteristics of Successful Deaf
Leaders - Chinese

20

领导的素质

- 教育
- 尊重
- 耐心/容忍
- 积极性
- 体力
- 思想/想象力
- 行动
- 决定
- 自律
- 自信
- 谦逊
- 热心

Characteristics of Leadership

- Credibility
- Integrity
- Diversity

Characteristics of Successful Deaf
Leaders - Chinese

21

领导的特征

- 可信
- 诚实正直
- 多样性

Frederick C. Schreiber
NAD Executive Director, 1979

“Whatever happens will only happen if we act, and act intelligently. Nothing can’t be done because you are young. Nothing will be done because one is too old or young. The way to get things done is to see what needs to be done. If it was tried before, see what may have been the reason for failure and try a new approach. But it is true that it is better to try and fail than never to try at all.”

Characteristics of Successful Deaf
Leaders - Chinese

22

Frederick C. Schreiber（弗雷德里特·席莱博）
美国国家设计院行政主管，1979年

“只要我们去做，明智地去做，什么事都能发生。因为你们年轻，没有做不到的事情。因为一个人太老或者太年轻，什么也做不了。做事的方法就是看什么是需要去做的。如果以前尝试过了，看看导致失败的原因可能是什么，然后尝试另一种途径。去尝试然后失败了，好过根本不去尝试，这是真理。”