



**SPOTLIGHT:**

## **Fighting Hunger, Empowering Teams, Building Community**

**ALSO INSIDE:**

- Grant Enables Free Access to Programs
- Jump Start Your 2025 Planning
- Congrats to Pre-Supervisor Graduates





# Shafer Leadership helps our employees feel ‘valued, seen and respected’

*Bekah Clawson, President & CEO of Second Harvest Food Bank of East Central Indiana*

Bekah Clawson heard a knock on the food pantry door. It wasn't her job to respond, but pantry workers were busy, so Clawson greeted the young mother.

"The woman and her daughter had left a domestic abuse situation, and they were having trouble making ends meet," Clawson recalled. "I worked at the church but, surprisingly, had never been in the pantry. That day, I was glad to fill her cart with staples."

The woman asked Clawson the cost of milk so her daughter could get some calcium and protein with the cereal they received: "I didn't know," Clawson admitted. "In all my privilege, I never looked at the price. I had the mother follow me to the grocery store, and we got her some milk and other fresh items."

That moment stirred Clawson's spirit. She had long worked to make a difference through faith-filled and development work, but the interaction called her to pursue a more active, hands on career path to uplift those in need.

Clawson focused on food access because it is "fundamental to the human experience," and since October 2021, she has lived out that vision as president and CEO of Second Harvest Food Bank of East Central Indiana.

"One in five children and one in six adults is hungry. That's disheartening, but it motivates us to invest in and grow the region's largest hunger relief organization," said Clawson, who previously served as executive director for a nonprofit in South Carolina that promotes food security and economic stability. "Second Harvest



## Need an easy way to develop your people?

At Shafer Leadership Academy, we believe that growing your people is the best way to increase your impact. So find a program that's right for you. Now is the time to invest in your people. Let's multiply your success with more effective and enthusiastic leaders.

[Find A Program](#)





Second Harvest provides Help for Today and Hope for Tomorrow for thousands of individuals and families struggling with hunger and food insecurity.

offers help for today, but we also offer hope for tomorrow through programs and partnerships that address root causes of food insecurity.

Clawson is also focused on empowering her employees. “Our work is hard. It’s emotionally exhausting to fight poverty and hunger, so we’ve created spaces for employees to connect and celebrate each other. We want everyone here to feel valued, seen and respected.”

#### Partnership To Invest In And Uplift Employees

To invest in the workplace, Clawson reached out to Shafer Leadership Academy for custom professional development and resources to foster a welcoming, inclusive culture that builds community and collaboration across Second Harvest’s teams.

When Clawson told Shafer they couldn’t pull truck drivers to attend a 3-hour training, SLA Program Director Tisha Gierhart offered to ride along with truck drivers to provide individualized guidance and support. Clawson had engaged in ride-alongs as well, and outcomes from these conversations provided Second Harvest leadership with valuable insight and perspective.

“That’s the kind of personalized dedication SLA offers,” Clawson said. “I often engage in Shafer Leadership offerings because I want our employees to know I’m not above professional development. All levels have room to grow, and I try to be vulnerable, transparent and accountable because I want to model that approach to work and life.”

#### Visions Align To Achieve Lasting Outcomes

SLA Executive Director Mitch Isaacs said it’s clear Second Harvest is dedicated to growth, understanding and support — for each other, its partnerships and the community.

“Shafer Leadership Academy is thrilled to support Second Harvest Food Bank as they continue to strengthen their already outstanding culture. We often see organizations where executive leadership does not see training as applicable to them, but what stands out about Bekah is her understanding that maintaining a great culture begins with a commitment at the top and extends throughout the entire organization. Second Harvest is a dynamic organization, dedicated to doing the right things for both their team and the community.”

## “Shafer Leadership understands where we want to go.”

#### Community Building Is Vital

Second Harvest developed a Team Builders Committee, which plans quarterly employee gatherings. They’ve hosted karaoke, a chili cookoff and carnival games, among other activities. The committee is breaking down the “concrete-carpet divide,” or a lack of communication between the warehouse workers and the office staff.

“Shafer Leadership understands where we want to go, and their regular lunch-and-learns, workshops and virtual programs allow our employees to pick what professional development options they need at that time and with their schedule,” Clawson said. “We pair those with larger team building and targeting efforts that enable us to come together to share the impact of our work with those we serve. We never want to lose sight of them.”

#### Effective Leaders Listen And Adapt

Clawson is an avid reader of books about leadership and workplace culture. Shafer Leadership, she said, aligns with her vision. “A good leader listens and is vulnerable and accountable. They model what they hope for in their employees, and they support all types of people and work styles. Leaders must also be aware of and adaptable to change.”

“Based on brainstorming sessions with Shafer, I learned that staff wanted regular updates from me, so I started sending a weekly email with four to five highlights about our work,” she said. “I have also started office hours, where employees and volunteers can sign up for 30-minute sessions with me to talk about whatever they want.”

## Build confident leaders.

### Explore custom leadership development and training

Shafer Leadership Academy offers customized sessions of many of our popular workshops and seminars. These custom programs can be delivered virtually, in-person, or hybrid to accommodate your team’s learning requirements.





## Pre-Supervisor Program Wraps Up with Success

We are deeply grateful to Indiana Michigan Power for their generous grant, which made the Pre-Supervisor Training program completely free. Thank you as well to Eastern Indiana Works for hosting the November sessions and providing a welcoming space for learning. A heartfelt thank-you to our panelists for sharing their expertise and to our participants for their dedication to growth. Your collective commitment to building supervisory skills strengthens our workforce and community. We can't wait to see the positive impact you'll make!

## What's your team's game plan for 2025?

As you begin planning your 2025 training and development schedule, we can help you build a path toward growth and success. Our team specializes in creating tailored training experiences designed to meet your organization's unique needs.

### We can help you with:

- Understanding Your Goals
- Customized Program Recommendations
- Implementation Planning
- Strategic Planning & Retreat Facilitation

Let us guide you through a step-by-step process to create a training plan that drives real results. Reach out today to schedule your consultation, and let's make 2025 a transformative year for your team!



### Request a Free Consultation!



## Join Our Monthly LIVE Virtual Discussions

Join us on **January 24th**, **February 21st**, and **March 21st** at **10:00 am** for engaging conversations where we will dive into the essence of leadership through genuine storytelling, sharing unique perspectives, and exploring hot topics to inspire and empower leaders on their journey to authenticity and success!

[LinkedIn](#) [Instagram](#) [facebook](#)

Streaming LIVE on your favorite social networks.



**Pre-Supervisor Advisory Panelists:** (L-R) Tracena Greenleaf, Kristen Robinette, Andrew Dawson, Stephen Brand, Tyler Geesaman, Vickie Liette, Lisa Green.

# SLA Receives Grant from CenterPoint Energy Foundation to Support Leadership Scholarships

Shafer Leadership Academy is excited to announce a \$5,000 grant from the CenterPoint Energy Foundation to fund five scholarships for our Emergence: Personal Foundations of Effective Leadership program.

These scholarships will empower neighborhood leaders, nonprofit professionals, and individuals from underrepresented communities, including BIPOC, LGBTQ+, and people with disabilities.

"This grant expands access to our Emergence program for community changemakers who might not otherwise have the opportunity," said Mitch Isaacs, Executive Director.

Emergence, our eight-week flagship program starting on April 1, 2025, equips participants with the tools to lead change and foster collaboration.



The CenterPoint Energy Foundation invests in initiatives that improve the communities through grants, volunteerism, and community partnerships. The Foundation focuses on projects that promote education, community vitality, and economic development.

**Secure Your Spot Today!**



## EMERGENCE

PERSONAL FOUNDATIONS OF EFFECTIVE LEADERSHIP

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President & CEO, Muncie Power Products

**Wil Davis**  
President  
Ball State Innovation Corporation

**Jeannine Harrold**  
Director Emerita  
Ball State University Career Center

## Upcoming Events

Shafer Leadership sessions are led by facilitators who guide participants to learn in community together around a leadership development topic.

Facilitation is different than lecturing, webinar, or presentation style format.

### January

THU  
**9**

#### Having (and Documenting!) Difficult Conversations

Learn how to effectively prepare, navigate the dialogue, and document the outcome to ensure clarity and accountability.

Virtual Early Riser



Lynne Richardson

### February

THU  
**06**

#### Collaboration Unlocked: Navigating Microsoft Teams

Deepen your understanding of Microsoft Teams and explore this powerful collaboration tool.

Virtual Early Riser



Nancy Kruschke

THU  
**16**

#### NeuroResilience: Building a Stress-Resilient Workplace

Explore the neuroscience of stress and learn practical strategies to foster resilience to contribute to a supportive workplace culture.

In-Person Lunch & Learn



Vivi Tean

TUE  
**11**

#### Breaking Down the Big Stuff

This workshop will discuss how we take our tasks, and our lives, one thing at a time.

In-Person Lunch & Learn



Erika Petrelli Bayh

WED  
**22**

#### Leveraging Authentic Storytelling for Connection and Impact

THU  
**23**

Learn how to effectively share your unique story and make a lasting impression, regardless of your role or industry.

Virtual Workshop



Sanovia Garrett

THU  
**20**

#### The Genius Advantage Workshop

Leave the workshop ready to lead with clarity, connect with your team on a deeper level, and achieve more with less effort.

In-Person Workshop



Amy Neal

WED  
**29**

#### Why Trust Breaks Down and How to Fix It

Understand how trust gets damaged, what behaviors to watch for, and what to do to repair damaged trust.

Coffee Talk



Christin Nevins

WED  
**26**

#### The Secret Sauce for Motivating Teams

THU  
**27**

By the end of the workshop, you'll be fortified with immediately applicable techniques to motivate even the most reluctant teammate.

Virtual Workshop



Emily Morash



**EARLY RISER**

A VIRTUAL JUMP START



**LUNCH & LEARN**

MID-DAY PROGRAMS FOR THE BUSY PROFESSIONAL



**COFFEE TALK**

A GREAT WAY TO START YOUR DAY



**WORKSHOP**

TIME TO DIVE DEEPER





# Register Today for Free!

[www.shaferleadership.com/calendar/](http://www.shaferleadership.com/calendar/)

## March

THU  
06

### Microsoft Word: What You Don't Know But Should

If you've ever experienced headaches with how Word functions, chances are this session will be the remedy.

Virtual Early Riser



Janet Jackson

TUE  
11

### Having Courageous Conversations

Attendees will leave the session with sample phrases and strategies that will help them navigate "calling" conversations.

In-Person Lunch & Learn



Melinda Messineo, PhD

WED  
19

### The Power of Persuasion: Negotiation Workshop

Participants will leave this training equipped with practical tools, newfound confidence, and a personalized negotiation toolkit.

Virtual Workshop



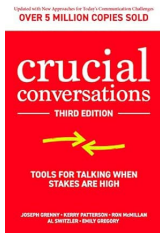
Leah Stallone

TUE  
25

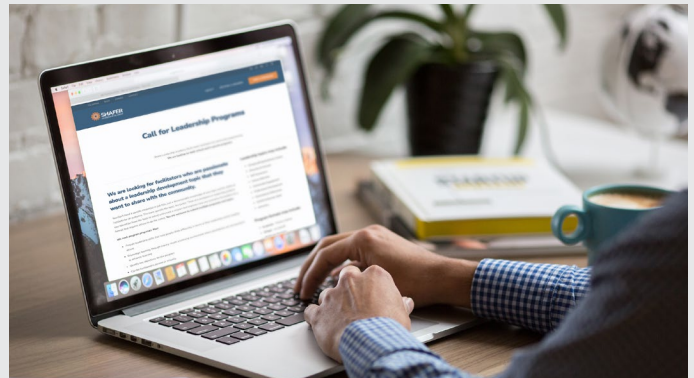
### Off the Shelf: Crucial Conversations

Learn practical strategies to navigate high-stakes discussions effectively by fostering open dialogue, managing emotions, and achieving positive outcomes.

Virtual Discussion



## Quick Start Guide



- Scan QR Code or click URL to view upcoming community programs or a signature program.
- Pick a program that matches your interests, with Virtual or In-Person options.
- Sign up using the "Register Now" button and fill in your personal and organization information.
- Register with your **ORGANIZATION'S EMAIL**
- Select **YES** for "Is your organization a Shafer Leadership Academy Member?"
- Join our mailing list for periodic updates on upcoming programs & community updates.



Join for free in less than 5 minutes!

## Our Mission

Shafer Leadership Academy provides inclusive leadership development so that people, organizations and communities reach their full potential.

## Future Vision

Empowering people to inspire positive change in their community. Our participants excel in their careers, enrich the lives of others and transform their communities.

PRESIDENTIAL



PREMIERE



EXECUTIVE



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