

[RACI] *lead* 2026

DEVELOP.
YOUR.
POTENTIAL.

lead

february 24, 2026

“Leadership requires ruthless self-honesty and radical self-compassion.” - Jenn Whitmer

| Recommended Session Preparation

- Read *Joyosity* Chapter Three
 - ‘Say Hello to the Nine Enneagram Types’ (pages 63-82) within *Joyosity* Chapter Three
- Download your ‘Leadership Personality Dashboard’ from **Joyosity™ Resource Lounge** (Interactive Tools)

Leadership development begins with self-awareness, intention, and connection. This opening LEAD session introduces participants to the structure, expectations, and purpose of the LEAD Program while establishing a foundation for personal growth and collaboration. Through interactive discussion and reflection, participants will explore what leadership looks like in today’s environment and how individual perspectives, behaviors, and core motivators shape leadership styles. The session also introduces the Enneagram framework, supported by insights from *Joyosity*, to help participants better understand themselves and others as they begin their LEAD journey.

| Session Objectives

- Understand the purpose, structure, and expectations of the LEAD Program
- Build early connections with classmates, ambassadors, and facilitators
- Establish personal intentions for growth, participation, and collaboration
- Explore personal definitions of leadership and how they evolve through experience
- Gain an introductory understanding of the Enneagram Nine Types and core motivators
- Begin identifying how self-awareness supports effective leadership development



FEBRUARY
introduction
+ enneagram

Session #1

session reflection notes

CURIOSITIES & QUESTIONS:

KEY TAKEAWAYS:

THOUGHTS, FEELINGS, ACTIONS:

MY SESSION SUMMARY



march 17, 2026

“Meetings should be like salt - a spice sprinkled carefully to enhance a dish, not poured recklessly over every forkful.”

- Jason Fried, co-founder and CEO of 37signals (now Basecamp)

| Recommended Session Preparation

- Read *Joyosity* Chapter Six
 - ‘Why Emotional Intelligence Matters More than you Think’ (pages 131-132) within *Joyosity* Chapter Six
 - ‘Name-Rate-Fine: Three Steps to Master Emotional Moments’ (pages 138-140) within *Joyosity* Chapter Six
- Download ‘Feeling It! Name-Rate-Find’ from **Joyosity™ Resource Lounge** - Resource Downloads

Effective committees and well-run meetings are essential to strong governance, member engagement, and organizational impact. This session introduces the structure and purpose behind effective committees and meetings while emphasizing the role emotional intelligence plays in leadership. Participants will learn the basics of Robert’s Rules of Order, RACI’s governance framework, and the association’s core membership committees. Through discussion and reflection, the session explores why committee participation matters, how emotional awareness strengthens collaboration, and how intentional engagement supports both individual leadership development and organizational success.

| Session Objectives

- Understand the purpose and basic principles of Robert’s Rules of Order
- Articulate the personal and professional benefits of committee participation
- Explain why emotional intelligence is critical to effective meetings and committee work
- Begin collaborative leadership through 2026 class project



MARCH
committees +
meeting management

Session #2

session reflection notes

CURIOSITIES & QUESTIONS:

KEY TAKEAWAYS:

THOUGHTS, FEELINGS, ACTIONS:

MY SESSION SUMMARY



may 19, 2026

“If you see yourself as a curious person or a lifelong learner, changing your mind is a moment of growth.” - Adam Grant

| Recommended Session Preparation

- Read *Joyosity Chapter Seven*
 - ‘The Goal of Communication is...’ (pages 152-153) within *Joyosity Chapter Seven*
- Read *Joyosity Chapter Eight*
 - ‘Enneagram Conflict Styles: Your Default in the Heat’ (pages 175-181) within *Joyosity Chapter Eight*
- Download your ‘20 Helpful Phrases in Difficult Conversations’ from **Joyosity™ Resource Lounge** (Resource Downloads)

Effective leadership requires clear communication and the ability to navigate conflict with confidence and curiosity. This session explores how communication patterns influence relationships, decision-making, and team effectiveness within the real estate industry. Drawing from *Joyosity Chapter 7, Clean It Up: Better Communication Now*, and *Chapter 8, Conflict Is Opportunity: Lead with Curiosity*, participants will examine how emotional awareness, clarity, and intentional dialogue strengthen professional interactions. The session reframes conflict as a leadership opportunity and equips participants with practical tools to engage in productive, respectful conversations that build trust and forward momentum.

| Session Objectives

- Recognize common communication patterns that enhance or hinder clarity and collaboration
- Reframe conflict as an opportunity for growth rather than a barrier to progress
- Practice leading with curiosity to better understand differing perspectives
- Strengthen trust and accountability through intentional dialogue and active listening
- Apply communication and conflict resolution strategies to real-world leadership and committee scenarios



MAY

communication +
conflict resolution

Session #3

session reflection notes

CURIOSITIES & QUESTIONS:

KEY TAKEAWAYS:

THOUGHTS, FEELINGS, ACTIONS:

MY SESSION SUMMARY



august 18, 2026

***“All work and no play doesn’t make you dull.
It makes you dangerous.”*** - Jenn Whitmer

Advocacy is a cornerstone of leadership and a critical responsibility of the REALTOR® organization. This session examines how local government decisions, zoning regulations, and ordinances directly impact clients, communities, and the real estate industry. Hosted at Kokomo City Hall and continuing offsite for interactive learning, participants will engage with elected officials and industry leaders to better understand how policy is shaped and how REALTORS® can effectively influence outcomes. Through discussion, experiential activities, and insights from *Joyosity*, this session reinforces the role of engagement, collaboration, and purposeful action in making a meaningful difference.

| Session Objectives

- Identify effective strategies for engaging with elected officials and participating in the public policy process
- Explore how play, creativity, and collaboration enhance problem-solving and leadership effectiveness
- Recognize the importance of RPAC and REALTOR® advocacy efforts in protecting property rights and advancing the industry
- Understand the role of advocacy within the REALTOR® organization and the broader community



AUGUST
advocacy +
government affairs

Session #4

session reflection notes

CURIOSITIES & QUESTIONS:

KEY TAKEAWAYS:

THOUGHTS, FEELINGS, ACTIONS:

MY SESSION SUMMARY



september 15, 2026

“Because that is integrity - choosing courage over comfort; it’s choosing what’s right over what’s fun, fast, or easy; and it’s practicing your values, not just professing them.” - Brené Brown, author *Dare to Lead*

| Recommended Session Preparation

- Download ‘Values Identifier’ from **Joyosity™ Resource Lounge** - Resource Downloads

Professionalism is the foundation of trust, credibility, and long-term success in the real estate industry. This session explores what professionalism looks like in today’s evolving marketplace and how individual behaviors, communication, and decision-making directly impact clients, colleagues, and the reputation of the REALTOR® brand. Participants will examine expectations, responsibilities, and practical ways to lead with integrity in every interaction.

| Session Objectives

- Define professionalism within the real estate industry and the REALTOR® role
- Understand how professionalism influences public trust, relationships, and career longevity
- Identify behaviors that elevate or undermine professional credibility
- Explore ethical decision-making and accountability in real-world scenarios
- Develop practical strategies to model professionalism as an industry leader



SEPTEMBER
professionalism
in our industry

Session #5

session reflection notes

CURIOSITIES & QUESTIONS:

KEY TAKEAWAYS:

THOUGHTS, FEELINGS, ACTIONS:

MY SESSION SUMMARY



october 27, 2026

“Life isn’t about waiting for the storm to pass. It’s about learning how to dance in the rain.” - Vivian Greene, author and motivational speaker

| Recommended Session Preparation

- Read *Joyosity* Chapter Twelve
 - ‘Rhythms: The Dance of Your Time’ (pages 286-292) within *Joyosity* Chapter Twelve
- Download ‘Designed Week’ from **Joyosity™ Resource Lounge** - Resource Downloads

Strategic planning transforms vision into intentional action. This closing LEAD session focuses on aligning long-term goals with practical business strategies to position participants for sustainable success. Through guided discussion and expert insight, attendees will examine how thoughtful planning in areas such as tax preparation, business development, and marketing creates stability and forward momentum. The session emphasizes proactive financial organization as a key component of leadership. Participants will also explore how managing time and energy rhythms supports effective execution and resilience in a dynamic industry.

| Session Objectives

- Understand the role of strategic planning in long-term professional success
- Identify key components of an effective business and marketing plan
- Recognize how proactive tax preparation and financial organization strengthen business stability
- Develop actionable next steps for implementing strategic goals
- Reflect on key takeaways from the LEAD program and define priorities for continued growth



OCTOBER
strategic planning
for the future

Session #6

session reflection notes

CURIOSITIES & QUESTIONS:

KEY TAKEAWAYS:

THOUGHTS, FEELINGS, ACTIONS:

MY SESSION SUMMARY



meet the team

2026 Ambassadors

- Shanelle Cahill - The Wyman Group
- Britni Merrell - RE/MAX Anew Realty
- Jordan Moran - Modern Real Estate Group
- Jennifer Richey - The Wyman Group, Tipton
- Cherie Smith - True Realty
- Lesley Vigar - True Realty

OG Ambassadors

During the quarantine of Spring 2020 Jennifer Richey had a vision for creating a leadership program on the local level. She rallied previous graduates of the state leadership academy to spend countless hours on Zoom dreaming and scheming and crafting this program now known as RACI LEAD where members can explore their potential and lean into their unique leadership skills.

Jennifer Richey (Type 8w9)

Developed & leads Advocacy + Government Affairs Session

RACI Director - Tipton, RACI 2022 REALTOR® of the Year, RACI 2021 BOD President, IAR Leadership Class 2020+

Shanelle Cahill (Type 2)

Developed & leads Enneagram + Leadership Styles Session

RACI 2023 BOD Vice President, RPAC Fundraising Chair, IAR Leadership Class 2019

Charise Goodnight (Type 7)

Developed & led Communication + Conflict Resolution Session

RACI 2019 BOD President, RACI 2018 REALTOR® of the Year, IAR Leadership Class 2017

Angie McAmis (Type 6)

Developed & led Committees + Meeting Management Session

RACI 2020 REALTOR® of the Year, Leadership Class 2018

Cherie Smith (Type 7w6)

Developed & leads Professionalism in our Industry Session

RACI 2016 BOD President, RACI 2017 REALTOR® of the Year, RACI 2019 Distinguished Service, 2023 IAR Professional Standards Chair, 2023 IRMLS Chair, Leadership Class 2013

New Ambassadors

Britni Merrell (Type 9w8)

Leading 2023 Communication + Conflict Resolution Session

LEAD Class 2021, 2023 Community Outreach Chair

Britni Merrell (Type 9w8)

Leading 2023 Communication + Conflict Resolution Session

LEAD Class 2021, 2023 Community Outreach Chair

RACI Staff Liaisons

Amy Pate (Type 1w9)

Developed & leads Strategic Planning for the Future Session, RACI Executive Vice President

Stefani Closson (Type 5w6)

Led 2022 Communication + Conflict Resolution Session

RACI Director of Communications & Marketing and MLS & Membership

Anna Brown (Type 9)

Committees + Meeting Management Session

RACI Member Engagement Coordinator