

MAILBOX

Junior League Welcomes All

The article, "The Junior League Wants You!" (June) was accurate and informative, and I thoroughly agreed with the premise. However, it contained a glaring error. The picture in the article sent a not so subliminal message, which we have tried to dispel. The Junior League has been training volunteers to be effective leaders and agents of change in their communities for 100 years, yet the stereotype persists.

One hundred years ago, a member was proposed in private and tapped for membership. She was privileged, blue-blooded, well connected, and of a certain class. Those admission standards died long ago.

As a member of the Cleveland Junior League for 25 years, the first order of business I encountered was an internal, self-imposed organizational mandate of open admission for all women, from all walks of life, who wished to align with our mission and become a committed volunteer in the community. There was, and still is, much work to be done. We fought the image of the blonde, blue-eyed, pumps-and-pearls stereotypical depiction of our members.

We have come a long way. Through the direction of the Association of

Junior Leagues, all leagues examined their admission philosophy. Some revelations were painful but necessary, as is most change. Any woman, especially a trainer, would be welcome to join or contribute as an outside resource as long as she has a can-do spirit and a true willingness to be an agent of change, proponent of care, and [is interested in taking] responsibility for the community.

We actively recruit *all* women because by joining together, we can make an effective and lasting difference. We are a multi-faceted, worldwide, diverse organization of outstanding individuals who care. Thank you for permitting me to vent.

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More Feedback on the New T+D

Great new look to the magazine! I think it is fabulous—but then again, *T+D* always is and always will be.

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News We Should Lose?

The billing was News You Can Use (June). The headline over the half-page (including snazzy graphic) of snippets, proclaimed "Leadership Derailers." The piece purported to identify personality flaws that send a leader's career in the wrong direction.

The McInsights included these descriptions of personality flaws: "May be compliant and conforming." And just two paragraphs later, "Different from others, unorthodox or odd. Often creative."

Ah, yes, clearly, we

should watch out for dastardly colleagues who are trying to be like other people. Or, just as terrible, not trying to be like other people. Or, heaven forbid, creative.

Editor's Note: Thank you for your letter. The list of traits that may hinder a person's chance to advance was meant to be a general guide and not the last word on leadership. Whether those traits are considered positive or negative in a general context, they do have the potential to act as stumbling blocks at certain types of companies when present in an extreme. The point is not whether being eccentric or compliant is good or bad, only that being either may knock someone off the promotion track. We admit, the word "flaws" was probably misleading and should have been restated.

Talk about your insidiously dysfunctional failings! This type of shallow, bumper-sticker sloganeering minimizes the field of leadership development, discredits your magazine,

and wastes the time of your busy readers.

DDI is too reputable a firm, and *T+D* is too credible a magazine, to issue or print such drivel. Either DDI provided too little information in its press release or *T+D* excerpted it to a meaningless level. Either way, somebody at the editor's desk fell asleep at the switch.

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