



# LEADERlines

THE OFFICIAL NEWSLETTER OF LEADERSHIP MARTIN COUNTY ALUMNI



## BEHIND THE BADGE: PUBLIC SAFETY DAY A SMASHING SUCCESS

Public Safety Day on March 5 was nothing short of a powerhouse experience for LEADERship Martin County Class 35! From high-stakes demonstrations to deep-dive discussions, the day offered an unforgettable look at the heroes and systems that keep our community secure.

A HUGE shout out goes to our fearless leader, Heather Rothe, along with the incredible team that made it all happen: Cindy Groover, Pat Nolan, Jeanne Shanahan, and Sarah Baker. We also owe a massive thank you to Eric Kiehn, the Martin County Sheriff's Office, Stuart Police Department, Fire Rescue, and every single person who worked behind the scenes to ensure the day was a total triumph!

The morning kicked off with an eye-opening tour of the MCSO Jail, giving the class a rare look at the inner workings and complexities of the corrections system.

Class 35 embraced:

- **High-Voltage Demos:** A taser demonstration that sparked plenty of conversation.
- **K-9 Experiences:** A crowd-favorite K-9 demonstration that showed off the incredible skill and discipline of our four-legged officers.



**PUBLIC SAFETY CONT'D**

- **Titans of Justice:** A roundtable discussion featuring the top minds in law enforcement and criminal justice, offering candid insights into the challenges and triumphs of the field.
- **Somber Yet Insightful:** "Officer Down" presentation, a stark reminder of the sacrifices made by those in uniform.

Over lunch, the room buzzed as class members shared stories from their recent ride-along experiences, reflecting on what it's truly like to be on the front lines.

The afternoon focused on personal development, with a LEADERShip skills session led by Eric Kiehn that challenged the class to consider the difference between Management and Leadership.



**2025-2026  
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# LEADERSHIP IN LOCAL GOVERNMENT

## *Lunch and Learn*



George Stokus, Assistant County Administrator for the Martin County Board of County Commissioners and a member of Class 25, was the featured speaker for our March Lunch and Learn, held March 25 at the 10<sup>th</sup> Street Community Center in Stuart.

George led a lively and insightful discussion about the nexus between leadership, local government and effective public service.



## APPLY TO THE LEADERSHIP MARTIN COUNTY ALUMNI BOARD OF DIRECTORS!

Did you love your LEADERShip experience? Keep the magic going and help shape the future of LEADERShip Alumni as a member of the Board of Directors! Applications are due April 30.

Email [info@leadershipmcalumni.com](mailto:info@leadershipmcalumni.com)  
to get started.

# LEADERSHIP LESSON

## with Tim Kinane

### IS YOUR TEAM DYSFUNCTIONAL?

A leader is only as good as the team they lead. If your team is not performing at its highest level, you should take a look in the mirror first.

The **5 Dysfunctions of a Team** by Patrick Lencioni helps us understand the five barriers to a culture that supports a highly functioning team.

The pyramid shows how each dysfunction stacks on the one below it — the base (trust) must be solid before the layers above can be addressed. The darkest tier at the top represents the most visible problem, but it's a symptom of everything underneath.

Understanding Lencioni's five dysfunctions matters to a leader for several interconnected reasons:

**You are the primary culture setter.** A team's dysfunctions almost always trace back to leadership behavior. If a leader avoids conflict, the team will too. If a leader can't admit mistakes, psychological safety never takes root. The model holds up a mirror to leadership habits first.

**It gives you a diagnostic framework.** When a team is underperforming, it's tempting to blame talent, resources, or strategy. Lencioni gives leaders a structured way to ask better questions — Is this actually an accountability problem? Or is it really a commitment problem rooted in unresolved conflict? That clarity prevents misdiagnosis and wasted interventions.

**It reframes "soft" issues as strategic ones.** Many leaders feel uncomfortable addressing trust, conflict, or team dynamics — it feels fuzzy compared to hitting revenue targets or shipping product. Lencioni makes the case that these so-called soft issues are the performance issues. Ignoring them has hard, measurable consequences.

**It shows where to invest first.** Leaders are constantly resource-constrained. The pyramid tells you that investing in team-building or accountability programs won't stick if trust hasn't been established. It creates a prioritized roadmap rather than scattered efforts.

**It requires personal courage.** Each layer of the model demands something difficult of a leader — vulnerability, a willingness to tolerate discomfort, the discipline to have hard conversations, and the discipline to hold people accountable even when it's awkward. The model essentially defines what courageous leadership looks like in practice.

This framework matters because it shifts the leader's focus from *what the team is doing wrong* to *what conditions I am creating* — which is where a leader's real leverage lives.



# Ready. Set. IMPACT!



## Now Accepting Applications for **LEADERShip** Martin County Class 36

*This immersive 10-month leadership development program is designed for professionals who are ready to level up their careers while building deep roots in our community. LEADERShip is an all-access pass to the engines that make Martin County run!*



### **THE EXPERIENCE: Behind-the-Scenes Access**

On the 1st Thursday of the month, from 7:30 AM to 5:30 PM, you'll step away from your desk and into the field. Each session gives you a 360° perspective of a specific pillar of our community, featuring exclusive tours and candid conversations with industry titans to include:

- Environment & Agriculture
- Education
- Economic
- Government
- Public Safety
- Health & Human Services
- History, Arts & Culture

### **TAKE the LEAD**

Whether you are a seasoned executive or an emerging mover & shaker, Class 36 will challenge you to think bigger and lead better.

### **THE GROWTH:**

#### **Level Up Your Leadership**

Beyond the tours, Class 36 is an investment in you. Every session includes a **Leadership Skill Deep Dive**. We move beyond the surface to help you:

- **Learn to Lead** with more influence and clarity.
- **Audit your strengths and weaknesses** through professional self-assessment.
- **Expand your network** by bonding with a cohort of diverse, high-achieving peers.

*Amber Ducote, Program Director*  
aducote@stuartmartinchamber.org

**772-284-3007**

Applications are available online now.  
[stuartmartinchamber.org](http://stuartmartinchamber.org)



**STUART/MARTIN COUNTY**  
CHAMBER OF COMMERCE

*Don't miss your chance to be part of the next legacy of leaders in Martin County.*

APRIL 2026

## Upcoming Events



LEADERship

MARTIN COUNTY ALUMNI FOUNDATION FOR YOUTH, INC.

# Beach Clean Up -LEADERship in Action-

In Partnership with **KEEP MARTIN Beautiful** 

Meet up at **Seaside Cafe** on Stuart Beach,  
grab your supplies and hit the sand.

**Saturday April 25, 2026**  
**8:00 am - 10:00 am**

**Sign Up Today**

**LEADERship Martin County**  
**Dri-Fit Tee available for purchase**  
**\$20.00**

[www.leadershipmcalumni.com](http://www.leadershipmcalumni.com)

*Upcoming Events*

*You're Invited!*

CLASS **35**  
GRADUATION

THURSDAY, MAY 7<sup>th</sup>

**MONARCH  
COUNTRY CLUB**

1801 SW MONARCH CLUB DR.

Cocktail Hour  
Begins at **6pm**

Dinner to be  
Served at **7pm**

Graduates: **FREE** | General Guests: **\$80**  
Alumni & Planning Committee: **\$60**



**SUGGESTED ATTIRE:**  
Cocktail with a Hint of Simsoc  
*Past & Current Grads: Come Donning Your Room Color*

*Sponsorship Opportunities are Available for this Special Evening!*

**MARTIN  
CHAMBER  
FOUNDATION**

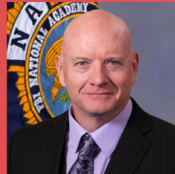
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RSVP @ [stuartmartinchamber.org/the-chamber/leadership](https://stuartmartinchamber.org/the-chamber/leadership)

# Bulletins



Lieutenant Brian Bossio (Class 27) of the Stuart Police Department recently graduated from the prestigious **FBI National Academy**.



Captain Charles "Jason" Ward (Class 29) of the Martin County Sheriff's Office recently graduated from the prestigious **FBI National Academy**.



Tera Krueger (Class 32) was promoted to Marketing Specialist at **C&W Technologies**.

## YOUR NEWS HERE

SHARE YOUR UPDATES  
WITH YOUR ALUMNI  
COMMUNITY!

[info@leadershipmcalumni.com](mailto:info@leadershipmcalumni.com)

## Stuart/Martin Chamber of Commerce

### APRIL EVENTS

**Apr. 7** Business B4 Breakfast  
*Angelo's*

**Apr. 8** Business at Lunch  
*Marriott Hutchinson Island*

**Apr. 15** Business After Hours  
*Hobe Sound Farms*

**Apr. 21** Business B4 Breakfast  
*Martin County Supervisor of  
Elections*

## LEADERship Martin County Alumni

### *Our Mission:*

To inspire continuous professional and personal growth in the LEADERship Martin County community.

### *Our Vision:*

A strong LEADERship Alumni network that nurtures meaningful connections, opportunities and ideas that strengthen the Martin County community and future generations of leaders.

## Sponsors Needed!

## Annual Installation of Officers Event

Contact  
[info@leadershipmcalumni.com](mailto:info@leadershipmcalumni.com)  
to learn more.