

## **Anne talks about Unity**

**Unity**, to me, means that we are working together toward the same goal: putting DWRM first and treating every resident with respect. The absence of unity occurs when residents pursue their own agendas and do not respect each other. While we have been moving in the right direction, there is still work to be done.

Efficient delegation can create unity by empowering residents to work together for the common good. When we delegate tasks to committees and residents, allowing them to conduct research and come up with ideas, unity begins to thrive.

The opposite of efficient delegation is micromanagement. Micromanagement is not conducive to unity because it removes the committees' power to work for the common good. When the Board delegates goals to a committee or task force and empowers them to search for ideas and collect input from residents, the power shifts back to the residents. Their thoughts, concerns, and ideas are included in the solutions and options. This creates a completely different environment. Not every idea will be accepted, but at least the residents are heard. This model helps foster unity.

When shared goals are blended with delegation, unity grows. When **unity** is linked with **competency** and **transparency**, the transition to peace accelerates, and we begin to see the vision we have for Del Webb come back into view.

As I have stated before, I believe that many times, the simplest changes have the most dramatic effect when implemented well.

I believe that my experience can help bring about the unity we desire at Del Webb. That is why I am asking for your vote for the DWRM Board.

If you have questions or comments, contact me at [anne@annehearsyou.com](mailto:anne@annehearsyou.com).