

NEWS AND PROFILES CONNECTING THE LATINO AMERICAN COMMUNITY IN MINNESOTA

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American
Today
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M E R R Y
Christmas!

FELIZ
NAVIDAD
y Prospero
año nuevo



Holiday Lights in the Twin Cities



By Clara James

Where to go to see the best holiday light displays in Minneapolis and St. Paul, where the best Christmas lights are, and the homes with the most impressive Christmas displays all around the Twin Cities.

• Downtown St. Paul's Christmas Tree and Holiday Lights

Rice Park is home to downtown St. Paul's Christmas tree, and the whole park is draped with twinkling lights. There's a free outdoor ice skating rink, and the historic Landmark Center hosts several holiday events. It's very classic Christmas. And, once Christmas is over, the Winter Carnival begins and Rice Park looks even more festive with the addition of ice sculptures, and is the destination for the Winter Carnival Parade.

Ice skating in Rice Park will open on Saturday, November 19, 2016.

• Downtown Minneapolis' Holidazzle Celebration

Minneapolis's Loring Park will host the annual Holidazzle market in 2016, which will feature local vendors, an ice skating rink, light displays and visits from Santa himself. Entry is free, and the event takes place on Thursday, Friday, Saturday and Sundays between November 25th and December 23rd.

• Grand Avenue's Grand Meander and Holiday Lights

Grand Avenue welcomes shoppers all season long, but the Grand Meander is a great way to usher in the holiday season on December 3, 2016. The day will start off with Breakfast with Santa, before featuring reindeer, fire truck rides, entertainment from carolers and local art.

• Summit Avenue Christmas Lights

Summit Avenue is where some of the grandest Victorian homes in the Twin Cities were built, and homeowners along the avenue often decorate with classic Victorian style Christmas lights... and some go all-out tacky. The Governor's official home and Christmas Tree is at 1006 Summit Avenue, with a competing, equally large, Christmas tree directly opposite. The Governor's Residence is open

for free public tours throughout the holiday season to display holiday decorations in the mansion.

• South Saint Paul Holidaze Festival

The city of South St. Paul holds the annual Holidaze Celebration, with music, carols, Santa, a mitten and hat drive, and the city's tree lighting ceremony.

South St. Paul is another good place to drive around and check out holiday light displays on homes, like this one.

• Downtown Minneapolis Macy's Santaland Holiday Show

The Macy's store on Nicollet Avenue traditionally has a lovely Holiday window display. Inside the store, the annual, free Macy's Santaland Holiday Show runs from November 19th until December 24, 2016—the huge animatronic holiday display has enchanted local children for over 50 years.

• Plymouth Lights

The owners of 16700 33rd Ave North, in the suburb of Plymouth, love Christmas, Christmas lights, and Christmas music so much that they've created one of the most legendary holiday light displays in the Twin Cities. The Fischer family's house has thousands of lights timed to flash and dance with Christmas music, which is broadcast on a FM transmitter so only you and the other spectators get to hear it via a car radio, and not the Fischer's neighbors. The display is on from early December until New Year's Eve.



On The Cover
Feliz Navidad
y Prospero año nuevo

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Trump Receives Latino Vote

By Andrea Castillo

Abortion, school choice, jobs, the Supreme Court, the economy and yes, illegal immigration are reasons Latinos voted for Trump, despite a year of what many other Latinos saw as racist, anti-Latino statements, views and policies from the president-elect.

Such a vote may seem self-destructive to some, but Latinos that joined the Trump train didn't see it that way.

Helen Aguirre Ferré, who had been a Trump critic before joining the Republican party staff to help elect him, said what needs to be understood is that Hispanics who voted for Trump were very American in their decision. They were concerned about school choice, the Supreme Court and ending abortions. They also agreed with him on immigration reform.

"For some the rhetoric might have been harsh, but it was understood. It was not something that was going to keep them from voting for a candidate they thought would be most effective in changing regulations, changing Obamacare and (tackling) veterans issues, which are important to a lot of Latinos," Ferré said.



Helen Aguirre Ferré

Exit polls showed that Trump walked away with 29 percent of the Latino vote...nation wide.

"There was a problem underestimating support for Trump across the board, and that problem may extend to polling results for Latinos too, though it's not clear by how much," said Mark Hugo Lopez, director of Hispanic research at Pew. He said the results from California, the state with the largest Latino population, have yet to be figured into the exit polls, which affect weighting in the poll.

Aguirre Ferré said the campaign's exit polls showed that in Florida, the campaign had 34 percent of the Latino vote, 38 percent in North Carolina, 32 percent in New Mexico and 27 percent in Nevada. "You look at these numbers and by and large we over performed with Hispanics over Romney," she said. The campaign found heavy support among Hispanics who are concerned about abortion, particularly among Hispanic Christian evangelicals, including Puerto Ricans in Florida's I-4 corridor; a growing number of are becoming evangelicals, she said.

As a child, Ramona Chavira of Fresno worked in the fields picking grapes and cotton alongside her parents. As an adult, she became a police officer in a migrant-

heavy town, arresting people for crimes ranging from drunken driving to murder.

Most of those people were farm laborers, just like she had been. But there was a key difference: Many were in this country illegally.

For Chavira, who considers herself a Chicana with American-born parents of Mexican heritage, illegal immigration was the most important issue of the presidential campaign. That's why she voted for Donald Trump.

"We have immigration laws that people just completely ignore," she said. "There's never a quick fix, and I understand that. But the fact that he will do something is enticing to me."



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It's Time to Give of Our Time



Marci Malzahn,
Founder of Malzahn Strategic

By Marci Malzahn

With Thanksgiving upon us and then Christmas, I was pondering on the concept of time. As we all know, we only have a certain amount of time each day. No matter what we do, there is no way to stretch the time and obtain more hours. It is simply not possible. As the holidays approach us, time becomes even scarcer and we run out of it. We rush to buy things for all our loved ones and we forget that most often, what people want of us most is our time, our undivided attention, our presence.

But the people around us don't necessarily want our time only during the holidays. They want more of our time *always*. So what are

we to do with all the other responsibilities we carry on our daily lives? How are we going to carve out time, out of our overwhelmingly busy schedules, to spend it with our loved ones? How can we dedicate more quality time to our employees when the business calls for our attention with never ending urgent matters? Here are some tips I would like to share with you that will help you manage your time so you can invest it more wisely and where it matters most—in people. I have done these things during the course of my life and they have helped me be more successful in my distribution of time.

Change your perspective on how you view time. Instead of thinking you are *using* your time for activities, people, business, work, volunteering, etc., think of the concept of *investing* your time. I learned this concept in *The Master's Program for Women* that I teach (visit www.themastersprogramforwomen.org to learn more about TMPWV). The analogy is to think of time as money and your investment portfolio. Just as you invest your money in various types of investments, you can invest your time in various types of activities. You need to diversify your money portfolio and you also need to diversify your time portfolio. The same way you need to choose the best investment vehicles for your money to grow and not waste it, you need to also choose the best ways to spend, or invest, your time in so you produce the most you can and don't waste any of it.

Therefore, choose the right investment vehicles for your time.

Always start with people. Invest your time in *relationships* and prioritize your days based on the circumstances and what you have going on at the time (with your boss, your coworkers, vendors, customers, and all stakeholders). Next, choose the *activities* that will produce most fruit in your life. Most of us who work (weather in a company or on our own business), need to invest our time in our work but that needs to be done wisely. Then, choose the *volunteer* activities where you are most fulfilled and, again, where your time investment will produce the most return.

Be present at home. When you set aside time to be with your children, be present. Give them your quality time, your undivided attention, and you will see how they will be satisfied and will go on to do other activities once their time with you is done. I did this when my children were growing up (pre-teen years). I gave them an hour each afternoon to do whatever they wanted to do with me. Somedays they chose to play a game, other days they wanted to play outside or go to the park, and yet other times, they decided to watch a movie or read books. I started noticing that after the one hour quality/dedicated time I gave them, they actually left me. They went off to do their homework, or play on their own. You see, many times, we are “with them physically” but not present at all. And kids know it. They sense when your mind is somewhere else and

when you're not interested in the game or whatever activity you're doing with them. In the summers, for many years while my kids were growing up, I took an entire week to do whatever they wanted to do (usually, we visited swimming pools around the city). Those are the memories they still have of “kids and mama.” My husband, unfortunately during those years, had less vacation than me so this was my luxury time with the kids. As a full-time working mom, this decision to spend that dedicated time with my children helped me deal with the guilt of working outside of the home and being away from them. For those of you who are married, do the same with your spouse. Your spouse also needs dedicated time when he is the center of your universe at that moment. Choose to do activities that you both enjoy and be present for him.

Be present at work. When you schedule time to be with your employees, if you're in management, be present. Make sure they know this is *their* special time with you. This can be weekly or bi-weekly meetings where they have your undivided attention. I used to prepare an agenda and also asked my employees to do the same. We were both to write down all the things we needed to talk about that were not urgent. We also met more often if we were working on special projects with upcoming due dates. What I discovered was that since my employees knew that that one hour a week was only theirs and that I protected that time to be with them, they rarely interrupted me during the week for small things. Of course, I was always available for the important, urgent, or unexpected issues that came up that were not part of our meetings. But as time went by, those urgent matters didn't come up as often at all because we planned everything together during our meetings. Consistency is key to having successful relationships with your employees. You can apply this same concept when you are meeting with your boss, clients, directors, or vendors.

Enhance your time management skills. Be strategic on how you respond to *emails*. Don't let them invade and take over your day. If you respond to each email as it comes in, you'll never get anything else done. Instead, set aside time once a day to only respond to emails. Be strategic on how you plan group *meetings*. Invite the right people, use and follow an agenda, start and end on time—consistently. Plan projects ahead of time to avoid last minute crisis. Do not procrastinate as this will only create chaos and your employees will lose respect for you. Nobody likes to put out fires all the time. Let the fires be the real, unexpected situations. Let them be the exception. Be strategic on how you handle phone calls. Put your phone on busy when you need to work on a project and cannot have interruptions. Put the phone on available when you can be interrupted while you do small tasks. Plan a time each day to only answer phone calls. I have noticed that I need to be “in the mood” for phone calls—both initiating a call as well as calling people back.

I hope I encouraged you to view the concept of time differently so you can start implementing these tips. My goal is to help you maximize your time and invest it wisely where your investment will product the maximum return. You will then feel satisfied and accomplished.

Marci Malzahn is a banking executive and founder of Malzahn Strategic (www.malzahnstrategic.com), a community bank consultancy focused on strategic planning, enterprise risk management, and talent management. Marci is an inspirational speaker who speaks on banking topics as well as leadership, and author of three books. You can contact Marci for speaking engagements and learn about her books at her website at www.marciamalzahn.com.

The First Christmas



By Saúl Carranza

The history of the first Christmas is nothing like the celebrations that are organized today to remember it.

The Gospels narrate the miraculous apparitions of the Angel Gabriel to the priest Zacharias and the young Mary. In both cases to announce the supernatural birth of a child. To Zachariah, he announces that his old and barren wife will give birth to a child

and that he should call him John. To Mary, he announced that it will fulfill the prophecy given by the prophet Isaiah almost 800 years ago and said: "Behold, the virgin shall conceive and bear a son, and shall call his name Immanuel."

Immanuel means God with us. And when the young woman asked the angel, how can it be possible that she is going to have a baby if she has not known any man sexually, the angel tells her that it is the work of the Holy Spirit who will do the miracle that she Conceive without the participation of a male. The child Jesus is the son of God. And he came to this world to bring the message of love and goodwill of the Father. He came to remind us that God loves all people.

Although we know that the date we celebrated on December 25 could not be the date of Jesus' birth. This date gives us time each year to celebrate the wonderful event of the birth of the Son of God. And that's what the word Christmas means, "from Latin Nativitas" means "birth."

Mary was the promised wife to Joseph who received her as his wife, even knowing that she was expecting a child. Joseph knew that child was from God. Joseph and Mary had to make the painful journey from Jerusalem to Bethlehem to fulfill the mandate of the Roman emperor Augustus Caesar. All were to be counted. The journey from Nazareth to Bethlehem must have taken many days, since the distance between the two villages was about 180 kilometers. The census made no place for them in the village. And that the only place they found to spend the night was a manger. Usually the cribs were caves open on the rock for the animals to sleep. So that first Christmas did not smell of pine, nor punch, nor had lights. In an obscure and malodorous cave the Savior of the world was born. The only guests that night were humble shepherds to whom the angels told the "good tidings of great joy. That night in the city of David, the Savior of the world was born."

That's why Christmas is Jesus and forgetting that leaves us with only a party without meaning. Jesus is the gift of God to all human beings, and it is in his name that everyone in celebrating this feast we wish for peace and happiness. Christmas is a holiday to spend as a family, it's a holiday to enjoy. It is a time to approach the one who came down from heaven to come to reign in our heart and fill it with the love of God. Merry Christmas.

Saúl Carranza is originally from Guatemala. Pastor of the Church: Christ for All Nations in the City of Crystal, MN. Its mission is to serve God and the Hispanic community of the Twin Cities by teaching the Word of God, living in a community of love and serving the needy.

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La Primera Navidad

Por Saúl Carranza

La historia de la primera navidad no se parece en nada a las celebraciones que hoy se organizan para conmemorarla.

Los evangelios narran las milagrosas apariciones del Ángel Gabriel al sacerdote Zacarías y a la joven María. En ambos casos para anunciar el sobrenatural nacimiento de un niño. A Zacarías, le anunció que su anciana y estéril mujer dará a luz un niño y que debe llamarle Juan. A María, le anunció que en ella se cumplirá la profecía dada por el profeta Isaías hacía casi 800 años y que decía: "He aquí que la virgen concebirá, y dará a luz un hijo, y llamará su nombre Emanuel."

Emanuel significa Dios con nosotros. Y es que cuando la joven preguntó que cómo puede ser posible que ella vaya a tener un bebe si no ha conocido sexualmente a ningún hombre, el ángel le indica que esa es la obra del Espíritu Santo quién hará el milagro de que ella conciba sin la participación de un varón. El niño Jesús es el hijo de Dios. Y vino a este mundo a traer el mensaje de amor y buena voluntad del Padre. Vino a recordarnos que Dios ama a todas las personas.

Aunque sabemos que la fecha que celebramos del 25 de diciembre no pudo ser la del nacimiento de Jesús. Esta fecha si nos da un tiempo cada año para celebrar el maravilloso evento del nacimiento del hijo de Dios. Y eso es lo que significa la palabra Navidad, "del latin Nativitas" significa "el nacimiento". María era la esposa prometida a José quien la recibió como esposa, aun, sabien-

do que esperaba un niño. José sabía que aquel niño era de Dios. José y María tuvieron que hacer el penoso viaje de Jerusalén a Belén para cumplir con el mandato del emperador romano Augusto Cesar de que todos debían ser censados. El viaje de Nazaret a Belén debió tomarles muchos días, ya que la distancia entre ambos pueblos era de cerca de 180 kilómetros. El censo hizo que no hubiera lugar para ellos en el pueblo. Y que el único lugar que encontraron para pasar la noche fuera un pesebre. Generalmente los pesebres eran cuevas abiertas en la roca para que pernoctaran los animales. Así que aquella primera navidad no tuvo olor a pino, ni ponche ni luces. En una oscura y maloliente cueva nació el Salvador del mundo. Los únicos invitados aquella noche fueron humildes pastores a quienes los ángeles contaron las "buenas nuevas de gran gozo. Aquella noche en la ciudad de David, nació el Salvador del mundo."

Es por eso que Navidad es Jesús y olvidarnos de ello nos deja solamente con una fiesta sin sentido. Jesús es el regalo de Dios para todos los seres humanos, y es en su nombre que todos al celebrar esta fiesta nos deseamos paz y felicidad. Navidad es una fiesta para pasarla en familia, es una fiesta para disfrutarla. Es un tiempo para acercarnos a aquel que bajo del cielo para venir a reinar a nuestro corazón y llenarlo del amor de Dios. Feliz Navidad.

Saúl Carranza es originario de Guatemala. Pastor de la Iglesia: Cristo Para Todas las Naciones en la Ciudad de Crystal, MN. Su misión es servir a Dios y a la comunidad hispana de las Twin Cities enseñando la Palabra de Dios, viviendo en una comunidad de amor y sirviendo a los necesitados. Para más información contacte: pastorcarranza@gmail.com o llame 763-245-2378.

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Latino American Today Attends the MEDA Gala

The Depot, Minneapolis • Saturday, November 19, 2016



L to R: Christy Ana, TPI Hospitality; Betsy Hodges, Mayor of Minneapolis; Rick Aguilar, Publisher, Latino American Today



Christy Ana, a new contributor for Latino American Today, Contemporary Life Styles



L to R: Bee Vang-Moua, Christy Ana, Aida Pinero, U.S. Bank; Maya Santamaria, Santamaria Broadcasting; and Rick Aguilar



L to R: PaSee Yang, Bee Vang-Moua, Christy Ana, Rick Aguilar, and Ethan Thao, the three are members of the MN Hmong Chamber of Commerce

Quick and Feisty Holiday Bites



Chef Amalia in the kitchen

*By Chef Amalia Moreno-Damgaard
(AmaliaLLC.com)*

Every time I need to come up with a delicious yet quick appetizer menu, I resort to the flavors that I truly enjoy. Then I decide on balance, proteins versus vegetables and fruits. But most importantly, I take into consideration the needs of my guests.

When planning a festive menu, there are no rules, but planning is key. It may take a couple of revisions of the original menu to get you to the point where you are comfortable with what you will be serving during your event. To be successful, include

foods that appeal to a variety of tastes, including vegan, vegetarian, gluten free, plus other fare that targets the special requirements of some guests.

When deciding on flavors, think of sauces, herbs and chiles, and other key elements that will add pizzazz to every item on the table. Also, consider proteins that take little time to cook, or that are purchased already cooked and can be easily combined with other ingredients to elevate them to a

higher status. Sweets, such as fruits and chocolate desserts, are classics during the holidays.

Five or six heavy appetizers might be enough for a reception held during business hours. To make a heavier meal out of small bites, then either modify your existing menu to include more proteins, or extend it by adding heavier bites, such as mini sandwiches or miniature tacos filled with animal and vegetable proteins.

For tighter budget menus, choose chicken and cheese as your base animal proteins, and complement them with vegetable proteins such as garbanzo beans, lentils, black beans and others that can be easily puréed and made into a dip, or used as a base as a spread to build a heartier appetizer. Garnishes are the cherry on top of the cake. While they are not a requirement, they add eye appeal and style to the final product.

Below is a quick yet delicious appetizer made in a matter of minutes. It wasn't a last minute decision item, but rather one key piece of the planned menu for a party that I hosted recently. Use it as is, or modify it according to your taste and make yours!

I wish you the very best holiday season in harmony with your family, close friends, and relatives. May the New Year bring you peace, happiness and prosperity.

SHRIMP WITH ATTITUDE

*Recipe created by Chef Amalia Moreno-Damgaard
(AmaliaLLC.com)*

Serves 4

12 medium shrimp, cooked, deveined, tails on

Lime juice + Tabasco + Kosher salt and pepper

Toothpicks or tiny skewers

Roasted jarred pimientos, cut into 1-1/2-inch-long strips

Parsley sprigs

½ cup chipotle mayonnaise + lemon juice + chopped cilantro

Brush the shrimp with lime juice, add tabasco to taste, and finish with a light sprinkling

of salt and freshly ground black pepper. Skewer the shrimp.

Roll the pimiento strips and secure them with the toothpick and the shrimp.

Arrange the shrimp attractively on a platter. Put one sprig of parsley in the center of each pimiento roll.

In a small bowl, combine the mayonnaise with the lemon juice and cilantro to taste. Add more heat with tabasco, if desired. Pipe the sauce on top of the shrimp.



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SHPE-TC Noche De Ciencias



Ricky Coria (L) and Hernán Mercado-Corujo



Students enjoying an evening meal and networking

By Claud Santiago

The Society of Hispanic Professional Engineers held their annual Noche De Ciencias at Cristo Rey Jesuit High School on Thursday, October 27th. The organizers of the event were very pleased with the turnout of Latino students and parents. Guest speaker Ricky Coria, an engineer with Honda R & D Americas located in Raymond, Ohio, addresses the students with a story of his efforts to get his education and career opportunities. Congratulations to SHPE-TC Chair Hernán Mercado-Corujo and its members for producing this important event.

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Photo of Upper Sioux Agency State Park by Dale Bohlke.

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Cortez Masto wins in Nevada, will be first Latina in Senate



By Michelle Rindels, Associated Press

The U.S. Senate will get its first-ever Latina member in Democrat Catherine Cortez Masto,

who won a highly competitive race in Nevada to replace powerful long-time Sen. Harry Reid with help from a sophisticated ground operation aimed at driving Hispanic turnout.

Cortez Masto, 52, is a former two-term Nevada attorney general whose grandfather emigrated from Chihuahua, Mexico. Reid, 76, marshaled support and served as an aggressive attack dog on her behalf after he suffered a debilitating eye injury during a workout and opted not to seek a sixth term in Congress.

“Did Donald Trump excite my base here in Nevada? Absolutely,” Cortez Masto said Monday. She focused much of her campaign on linking her Republican opponent, Rep. Joe Heck, to Trump.

“He wants to build a wall with Mexico. He calls Mexicans rapists and criminals. He’s coming to the state of Nevada where 28 percent are Hispanic. The majority are from Mexico,” Cortez Masto said. “That’s my family.”

While Republicans couldn’t recruit their dream candidate, popular two-

term Gov. Brian Sandoval, Cortez Masto faced a formidable foe in three-term congressman Heck, a doctor and brigadier general in the Army Reserves. The wonkish Heck, 55, showed a command of federal policy issues but came under fire from both sides of the political spectrum over his middling stance on Donald Trump.

Heck stood by the nominee until the recent release of a lewd audio recording from 2005, then pulled his endorsement and called for Trump to step down. Democrats intensified their efforts to link Heck and the nominee after the un-endorsement. President Barack Obama excoriated Heck at a North Las Vegas rally in October, saying that after Heck backed Trump for months and benefited from his supporters’ enthusiasm, disavowing him a month before the election is “too late! You don’t get credit for that.”

Some Trump devotees reacted angrily toward Heck’s abandonment of the nominee and vowed not to vote for him, but the greater danger was seen to come from a wave of energized anti-Trump voters supporting a slate of Democrats. That dynamic was exacerbated by Democrats’ well-oiled and unified turnout machine and a Republican operation divided into silos over Trump’s candidacy.

Heck ruefully acknowledged that there was a limit to how much he can outperform Trump in Nevada. Hillary Clinton won the state after Democrats notched a six percentage point Democratic turnout lead in early voting.

Outside groups poured more than \$90 million into the race, which is one of a few expected to decide which party controls the Senate. That powered wall-to-wall TV ads that sought to paint Cortez Masto as the most corrupt attorney general in Nevada history and highlight Heck votes to defund Planned Parenthood, as well as his mixed record on a program that waives deportation for young immigrants.

Florida’s Marco Rubio Wins Re-Election in Senate Race



By Fox News

Florida Sen. Marco Rubio, who decided to seek a second term after launching a failed bid for the Republican presidential nomination, was re-elected Tuesday.

Rubio defeated Democrat Rep. Patrick Murphy, a two-term congressman with a reputation as a moderate. Rubio sought a second term with just two days before the deadline to make the ballot and after repeatedly saying he would not seek re-election.

“Let’s say this is a lot better than the last time I did one of these,” he joked with supporters, referring to his failed presidential campaign earlier this year. Rubio had sought the GOP nomination for president, but dropped out of the race after Donald Trump soundly beat him in the Florida primary. Trump taunted Rubio during the primaries calling him “little Marco” and painting him as a candidate not yet ready for prime time.

Still, many speculate the 45-year-old senator will eventually make another presidential run. Rubio’s entry into the Senate race immediately gave the party its best shot at holding the seat. Outside groups pumped millions of dollars into the race to help ensure the victory.

Murphy at one point nearly closed the gap in the polls despite national Democrats diverting their money from Florida to Senate races, where television ads are less expensive. Republicans attacked Murphy for embellishing his resume by claiming to be a small business owner and a certified public accountant before being elected to Congress in 2012.

Murphy was a part owner of an environmental cleanup company, but the business was set up by his wealthy father, and he was a licensed CPA in Colorado, but not in Florida, where he worked at an accounting firm. Murphy repeatedly criticized Rubio for saying he still supported Trump even after calling the billionaire a dangerous, erratic man who couldn’t be trusted with the nuclear codes. Murphy also called out Rubio for missed votes and intelligence briefings while running for president, and questioned whether he would serve his full six-year term.

Rubio wouldn’t make that commitment until the candidates’ first debate, when he said, “God willing,” he will serve the entire term. Rubio won his seat in 2010, using a Tea Party wave to come from behind and beat then-Gov. Charlie Crist.

Leading in the 21st Century



Cecilia Stanton Adams

By Cecilia Stanton Adams

I am often asked what it will take to be a great leader in the ever changing workplace. As a Sociologist and Futurist I can see certain patterns developing that will re-define what it means to be a great Leader in the 21st Century. To be successful we must first ask ourselves what worked before and then determine what new skills and abilities will be critical for meeting the new challenges of tomorrow. Ultimately, the

goal in the New Millennium will be to raise the intellectual capital of our organizations. We will be judged by our ability to remain authentic while making decisions in a complex environment.

As tomorrow's leaders we need to be visionaries who lead with credibility and can adapt to a transformational approach to leading others. In the 21st Century, leaders will focus on setting common goals, and making meaningful connections to get the job done. Transformational Leaders can convince people to keep going even when the future is unpredictable. And face it, if we've learned one thing in the past it's that change can often be

unpredictable. If you are just started on your leadership development journey, here are a few tips for what you should include in your career plan.

- Gain revealing insight into what compels people to act the way they do
- Work more effectively with others—even difficult high strung personalities
- Become more confident when interacting with colleagues, teams members, and superiors
- Discover your current Communication Style, Leadership Style, and much more through Self-Assessments and 360's
- Defuse tense situations, mediate conflicts, and improve communication and relationships
- Discover your own potential and the potential of others through Diversity

As the CEO of The Stanton Adams Leadership Institute (SALI) I am excited to begin providing services as a non-profit organization. We recently opened our doors to provide high quality training and development, holistic organizational diversity assessments, and strategy planning. In addition, the Institute is committed to providing low cost professional development classes to professionals seeking to grow in their career. If you enjoyed this article visit us at www.StantonAdams.com. Learn how we can assist you in becoming the leader you were meant to be.

Senator David Hann Honored for His Education Efforts

By Claud Santiago

Latino community members and other friends of Senator David Hann met at the Boca Chica Restaurant in St. Paul to thank him for his efforts in educational outcomes for Latino students. Chas Anderson who represents Opportunity for All Kids (OAK) a statewide advocacy organization focused on giving parents greater educational options for their children, spoke about the fact that Minnesota's Latino students have the lowest graduation rates in the country. Student performance on national assessments indicate that these students have made little progress in reading. OAK is focused on improving educational outcomes by providing parents and students with greater access to higher performing schools of choice. OAK is pushing legislation that would give opportunity scholarships to students. The scholarships will empower parents to make the best educational decisions for their children. These issues will be discussed at the legislative session that will begin in January 2017. "Your support for our children is important to improving education outcomes," stated Anderson. Please visit www.oakmn.org for more information.



L to R: Chas Anderson, Shawn Peterson, Rick Aguilar, Jon Koznick, Sen. David Hann, Sen. Dan Hall, and Mitch Pearlstein



Sen. David Hann and Rick Aguilar



L to R: Yairo Yanes, Alicia Zepeda-Cervantes, Sen. David Hann, Carmen Robles, Sylvester Garcia-Barros, Aliana Garcia-Barros, and Tanya Garcia

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