

LEADERSHIP TRAINING BULLETIN 95-01

PROGRAM OVERVIEW

Revised January 17, 2008
Replaces bulletin 93-01

VISION

A continuing supply of motivated, highly qualified officers who lead the Association and serve its members supported by a comprehensive training program based on real-world proven training material and techniques.

MISSION STATEMENT

The GWRRA Leadership Training Division exists to provide high quality operations and self-improvement training opportunities for GWRRA Officers, their spouses, and interested members throughout the organization. The GWRRA Training Program is designed to help leaders and members realize their full potential both personally and as a part of the Association, and provide the best experience possible for the Members.

GOALS

1. A responsive Leadership Training Program organization that facilitates and supports effective training Association-wide.
2. A comprehensive set of guidelines for use in implementing and managing effective leadership training at all levels of the Association.
3. A well rounded and flexible training curriculum.
4. A methodology for routine evaluation of the program, its benefits and effectiveness.

PROGRAM CHARACTERISTICS

When implemented as intended by the National Operations Council, the GWRRA Leadership Training Program will be:

1. FUN - an enjoyable AND productive experience for all involved;

2. People centered - focused on the wants and needs of GWRRR leaders and Members;
3. Principle based - the material will teach correct principles and methodologies;
4. Recognition driven - success oriented;
5. Challenging - not automatic, but intellectually challenging;
6. Flexible - accommodating the needs of Members and leaders and the styles of the trainers;
7. Progressive - material based on state-of-the-art techniques; and,
8. Have practical value - be useful in a variety of experiences beyond GWRRR.

ORGANIZATION

1. **NATIONAL:** The GWRRR Leadership Training will be implemented throughout the Association. It will be the primary responsibility of a National Director appointed by and reporting to the Executive Director. Assistants and other staff may be appointed as needs and circumstances require.
2. **REGIONAL:** A Region Trainer (RT) will be appointed in each Region who reports to and is appointed by the Region Director in cooperation with the National Staff. Assistant Region Trainers and such other staff may be appointed as needed.
3. **DISTRICT:** District Trainers (DT) will be appointed for each District by the appropriate by the District Director, in cooperation with the Region Trainer. Assistant District Trainers and other staff may be appointed as needed.
4. **LEADERSHIP TRAINING INSTRUCTOR (LTI):** Interested individuals meeting program qualification requirements may be appointed as Leadership Training Instructors. LTIs specialize in delivery of training to GWRRR Officers, spouses, and Members. This delivery typically occurs through presenting approved program curriculum material at Region and District Leadership Training Workshops, Rally Leadership Training Seminars, and through individualized training sessions.
5. **OFFICER-MENTOR (OM):** The Officer-Mentor is targeted to become most desired station in the Leadership Training Program. Mentors may be likened to the Master Tour Rider in Rider Education. Officer/Mentors are the most experienced, successful, and highly trained officers or former officers in the Association and will be assigned and selected at the District level or above. Their role is to provide one-to-one training and advisory services to one or more serving operations officers on an ongoing basis. This type of training is the most desirable, effective, and highest quality available in the organization. Officer-Mentors must complete the required training for their office as well as the Instructor Certification Program, whether or not they intend to accept appointments as Instructors.