



# WING WISDOM

Gold Wing Road Riders Association  
Leadership Training Division Newsletter

Volume IX, Issue 2

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## Words from the International Directors



In the last issue of the newsletter, the focal point was about US-introducing ourselves to you, and a few of our upcoming goals. In this issue we want to focus on YOU- the Trainers of GWRRR.

Your enthusiasm has come across to us as outstanding! So many of you sent words of congratulations and encouragement - Thank You.

You have recently received an updated copy of the Leadership Training Directory, with the request to make any additional changes that were needed. The response has been tremendous, and the changes to keep things updated will greatly improve communications throughout the division. We also requested any suggestions that you have about the Leadership Training programs- once again you have come through with quality and needed suggestions for improving our curriculum for the Members of GWRRR. The changes will require some time to implement, but we will undoubtedly have some of the best programs that Leadership Training has ever had.

There are three words that I want to concentrate on in my message to you: Educate; Communicate; and Advocate. This is what happens in Leadership Training; so let's look closely at how it happens and what it means to GWRRR.

Educate- this means: 1. To develop or train the mind, capabilities, or character of by instruction or study; teach. 2. To train for some special purpose. 3. To develop or train. The programs that are available to our Members serve this purpose- to give them the tools to know what to do, and how to do it.

Communicate- this means: 1. To cause another or others to partake of or share in; impart. 2. To transmit or exchange thought or knowledge. 3. To be connected. This is why there are newsletters and seminar presentations. We educate our Members in how to effectively get their message across to others. The sharing of knowledge and keeping people informed is a top priority in promoting the smooth running of our organization.

Advocate- this means: 1. To speak or write in favor of. 2. To defend. 3. To recommend a cause. The Leadership Training Division promotes GWRRR and it's ideals and goals. I think one of the best sayings

we have is our motto, "Friends for Fun, Safety, and Knowledge". It is very easy for us as Trainers to promote and further these ideas.

A good friend of mine recently shared with me one of his favorite guidelines in life:

Good, Better, Best-  
Let us never Rest,  
Until the Good is Better,  
And the Better is Best.

This is what we strive for as Trainers in GWRRA, by helping others achieve their ultimate best. Keep in mind that to the world, YOU are only one person- but to one person, you can be the WORLD. Keep up the good work you do on a regular basis, and our growth and successes will be multiplied many times over.

Remember to "*Promote the Experience - Share the Excitement*".

Steve and Carolyn Cotton  
International Directors - LTD

*"Of all things which wisdom provides to make life entirely happy,  
the greatest is the possession of friendship."  
- Epicurus*

## Reminders...

- 3<sup>rd</sup> Quarter 2003 reports covering July 2003 – September 2003 are due to the Cottons by October 10<sup>th</sup>. Please reference the forms section of your *Trainer's Handbook* (page 45) if you have questions regarding the details that should be included in this report.
- Articles for the October newsletter are due by September 25<sup>th</sup>. Your thoughts, comments, and input are always welcome. Please send them to Amy Peterson at [amysescape@aol.com](mailto:amysescape@aol.com).
- Please forward upcoming training details to [rkekeis@comcast.net](mailto:rkekeis@comcast.net) so they can be added to the GWRRA website. Include the seminar/program, date, and location. A contact person's name, phone number, and e-mail address will help to provide the most complete information.

*"Great things are not done by impulse, but by a series of small things brought together."  
- Vincent van Gogh*

## Curriculum Corner – Taking Training to the Members

Hi Everyone! We are CJ & Bo Karcanes, and we are the Region Trainers for the Appalachian Region 'N'. Our territory is Kentucky, North Carolina, Tennessee, Virginia and West Virginia. Bo and I have been involved with Leadership Training since it was known as Officer Training back in 1994. We were

the first District Trainers in New Jersey and we worked with Claude and Curt back before they became Big Shots. We tell you this so that you will believe us when we tell you that we have been thinking about this subject for a long time.

It comes as no surprise when I say that attendance at seminars held during rallies has never been large. In fact, sometimes the numbers are so small that our Instructors begin to get discouraged. Sure, we have all said, at one time or another, "I'll deliver a seminar for one attendee". I have done just that more than once. We can moan about it, we can wring our hands over it, but we can't do very much about it. What we can do is stand back and try to hear what our people are saying to us. And make no mistake about it Trainers, the members are saying a lot by their absence. The current officers are saying "I am busy working during the rally, its part of my job and the District Director expects me to work". The members are saying "I am having too much fun enjoying the bike related activities during the rally" or "there are so many other activities and this is the time I like to spend visiting old friends and making new ones".

Here in Region 'N' we have listened to what the members were saying and, just as importantly, to what they weren't saying. We believe that what they were really saying was "give us our training during the non-riding season and close to home so that we can have more opportunity to get together with our friends." We instituted a program of seminars on Saturday mornings. Our District Trainers work with the Assistant District Directors to select a place convenient to several chapters (3 or 4 or 5 seems to work best), and they select a date. The timing isn't critical but allowing "gathering" time IS. They put on a pot of coffee, someone always brings a homemade something, and everyone chats for a short while. Then we deliver four seminars between 30 and 45 minutes in length with short breaks in between for health breaks and coffee refills. The ADD's usually wrap things up with a sandwich buffet or deli platters so as not to hurt the District budget too much. This program has allowed us to more than quadruple our training hours in the last 18 months. We now have three districts actively engaged in the program with the other two poised to start theirs this fall. The feedback that we have received from the members themselves has been overwhelming.

Last March I went to a Saturday Seminar Round-up (our nickname for the program - feel free to steal it if you like it or make up your own if you don't) and stood up in front of 58 people to welcome them to the session. They thanked me for being there. How's that for a turn around! During the session, the District Trainer and I realized that this group needed one more seminar to complete that particular Program and earn that hangar bar. I asked them if they wanted to stay an extra 40 minutes and complete that program or just pick it up at a later session. The vote was unanimous--- "Let's finish today. We want our bars." I don't know about you, but that was the first time I saw that kind of enthusiasm for the LTD program and it made me feel warm and fuzzy.

I encourage each of you Region Trainers to talk with your Operations Directors and your District Trainers. Take some surveys of your members and see if perhaps this idea might fit their needs. It may not be right for everyone, but it sure has been successful for us and maybe it can be for you too. The only investment you'll need to make is to add more Instructors in your respective regions. That is a small price to pay for the rewards that can be reaped. I'd be happy to talk with any of you that are interested in learning more about this program. Our telephone number is in the LTD Directory and of course e-mail is always welcome.

Best Wishes and Ride Safe

CJ & Bo Karcanes  
Region 'N' Trainers

***"I hear and I forget. I see and I remember. I do and I understand."***  
***- Confucius***

# Delegation

Last month we discussed the traits of an exceptional Chapter Director (or Regional or District Director). One topic that is worthy of a more in depth look is *delegation*. We are all aware of the concept, and the general approach. Let's discuss the nuances a bit.

When we decide to delegate, we typically approach it from the realization that we cannot "do it all" ourselves. So we select things that need to be done that may not be interesting to us (i.e., pawning off under the name of delegation). Then we try to use all we've learned about delegation and human interaction to get someone else to absorb those tasks. We "ask" them rather than "tell" them; we compliment them on their skills or talents, let them know how we depend on them, and thank them for their commitment and dedication. All of this is appropriate (assuming it is sincere) but let's back up a few steps to the WHY we delegate.

There are more good reasons to delegate than just sharing (or pawning off) the workload. What about *development*? Skillful delegation can assist in developing other individuals to become more skilled at a particular task, or to assume more responsibility in the future – like becoming the next ACD or CD! The common pitfall in delegating for development is "we can probably do it better and/or faster ourselves." But this is only true because we were afforded the opportunity at some point. The person that afforded us the opportunity was probably better and faster than we were, but did so for our development. So how can we expect someone to get "as good as we are" if we never give him/her the chance?

There's a risk to delegating for development, however. Delegation for development must be accompanied with the appropriate amount of oversight and guidance. The less experience someone has, the more oversight and assistance we should be ready to provide. If we don't provide the appropriate assistance and guidance, especially the first time someone attempts something new, we might unknowingly be setting them up for failure. We must remember, however, not to "take over!" Let them be responsible for their assignment. The second time this person is assigned that same task, we may only need to be a "consultant" to them. After executing this task a few times, this person will become quite skilled. We need to entrust this person with the task (i.e., **let go**), but be there to help to the degree required.

A final thought on delegation. There is satisfaction associated with accomplishment. People are typically willing to contribute in an area where they already have skills because they are certain that they will be successful and, hence, realize the accomplishment. What if someone is willing to help, but we don't know what his/her skills are? Simple - we can let them choose what is "delegated to them" as it supports our objectives. Then we can use delegation in the best way possible -- to **provide satisfaction** to others. A successful Director may not actually do many tangible things herself or himself, but s/he will be developing her/his staff and providing satisfaction while "doing very little."

John & Bonnie Simonick  
Texas Assistant District Directors & District Trainers

*"We are what we repeatedly do. Excellence then, is not an act, but a habit."  
- Aristotle*

## **Your Thoughts Matter**

What you become, you become first in your mind. What you accomplish, you accomplish first in your mind. The life you live is a direct manifestation of your thoughts.

So what are you thinking about? Do your thoughts hold you back, or do they push you forward? Look around you and you will see. The life you live is the result of the thoughts to which you have given the most energy and attention.

Thoughts don't magically become reality the moment you think them. Rather, your thoughts become reality as a result of the power you give to them. For example, if you think about how nice it would be to become an artist and then never think that thought again, it won't happen. On the other hand, if you constantly think about becoming an artist throughout the day, day after day, month after month, to the point where those thoughts influence your actions, then you will indeed become an artist.

What thoughts are you constantly thinking? Are the thoughts destructive, or are they enriching and empowering? Your thoughts really do matter, and you are always free to think whatever you wish. Choose the thoughts that will lift you up and watch yourself the positive results!

Have a great month!

Amy Peterson  
Region E Trainer