



WING WISDOM

Gold Wing Road Riders Association
Leadership Training Division Newsletter



Volume X, Issue 1

January 2004

Your Leadership Training Division International Staff:

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Words from the International Directors



Happy New Year! The beginning of a new year is always exciting for two reasons: 1) it allows us to reflect on the success and accomplishments that we have been blessed with, and 2) it allows us to establish new goals and activities for the upcoming year.

As you look back on this past year's activities, let us congratulate you on being very successful in completing your goals for the Members of the Gold Wing Road Riders Association. Every person has benefited if they heard a two-day seminar, or just a five-minute session about training activities. You have provided the wisdom and direction for them in their lives.

Now concentrate on what you want to achieve in the future- this year's goals. By working closely with your Region and District Staff, you can provide many worthwhile seminars, presentations, and activities for the Members. And, it all begins with people setting goals and priorities.

The truth is that nearly anyone can steer the ship, but it takes a leader to chart the course. General Electric chairman Jack Welch asserts, "A good leader remains focused...controlling your direction is better than being controlled by it." Welch is right, but leaders who "navigate" do even more than just control the direction in which they and their people travel. They see the whole trip in their minds before they leave the dock. They have a vision for their destination, they understand what it will take to get there, and they know who they'll need on the team to be successful, and they recognize the obstacles long before they appear on the horizon. A leader is one who sees more than others see, who sees farther than others see, and who sees before others do.

The larger the organization, the more clearly the leader has to be able to see ahead. That's true because sheer size makes midcourse corrections more difficult. And, if there are errors, many more people are affected than when you're traveling alone or with only a few people. The disaster shown in the recent film *Titanic* was a good example of that kind of problem. The crew could not see far enough ahead to avoid the iceberg altogether, and they could not maneuver enough to change course once the object was spotted because of the size of the ship, the largest built at that time. The result was that more than one thousand people lost their lives.

First-rate "navigators" always have in mind that other people are depending on them and their ability to chart a good course. Before leaders take their people on a journey, they go through a process in order to give the trip the best chance of being a success:

a) Draw on past experience.

Every past success and failure can be a source of information and wisdom—if you allow it to be. Successes teach you about yourself and what you're capable of doing with your particular gifts and talents. If you fail to learn from your mistakes, you're going to fail again and again. That's why effective navigators start with experience. But they certainly don't end there.

b) Listen to what others have to say.

Top-notch leaders gather information from many sources. They get ideas from members of their leadership team. They talk to the people in their organization to find out what's happening on the grassroots level. And, they spend time with leaders from outside the organization who can mentor them.

c) Examine the conditions before making commitments.

I like action, and my personality prompts me to be spontaneous. On top of that, I have reliable intuition when it comes to leadership. But, I'm also conscious of my responsibilities as a leader. So, before I make commitments that are going to impact my people, I take stock and thoroughly think things through. Good leaders count the cost *before* making commitments for themselves and others.

d) Make sure conclusions represent both faith and fact.

Being able to provide direction for others requires a leader to possess a positive attitude. You've got to have faith that you can take your people all the way. If you can't confidently make the trip in your mind, you're not going to be able to take it in real life. On the other hand, you also have to be able to see the facts realistically. You can't minimize obstacles or rationalize your challenges. If you don't go in with your eyes wide open, you're going to get blindsided. Sometimes it's difficult balancing optimism and realism, intuition and planning, faith and fact. But that's what it takes to be effective as a navigating leader.

So, carefully consider your goals for the upcoming year. When you prepare well, you convey confidence and trust to the people. Lack of preparation has the opposite effect. You see, it's not the size of the project that determines its acceptance, support, and success. It's the size of the leader. That's why I say that anyone can *steer* the ship, but it takes a leader to chart the course. Leaders who are good navigators are capable of taking their people just about anywhere.

Join me in welcoming the following people to the Leadership Training Division, and help and encourage them whenever you can:

Region B Trainers

Dottie & Ed Bahrenburg (RT-CI)

wingin-it@stny.rr.com

(RT = Region Trainer; DT = District Trainer; CI = Certified Instructor)

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

Steve and Carolyn Cotton

International Directors – LTD

"Life and business are like the car pool lane.

The best way to reach your destination quickly is to take some people with you."

- Pete Ward

👉 Reminder 👈

Quarterly reports are due by January 10, 2004 to Steve & Carolyn Cotton

The Curriculum Corner

Here we are in a brand new year, happy 2004 to all of you. I thought we should start this new year off with a bang so I am including the long awaited (and somewhat overdue) Master Tracking List of the LTD approved curriculum. I really do need everyone's help in reviewing this document and if any of you have comments/suggestions/updates/etc. please send them on to me at your earliest convenience.

As you look this tracking list over, you'll notice that I have made several changes already. I have reassigned some seminars to other Programs where it seemed obvious to me. One example is moving the Horizons Program Overview into the Member Orientation Program. Another was moving Interviewing Tips & Techniques from Leadership 2000 over to Life Skills. My goal now is to start eliminating duplication of seminars (i.e. Newsletters doesn't need to be in Knowledge Enhancement and Member Orientation). This may seem like a very simple and quick step but after looking into it, I have come to realize that it isn't. In most cases, a new seminar will have to be developed when one of the duplicates is removed.

My next goal will be to round up copies of all those great seminars that folks have been putting together over the past few years but have not been made official parts of the curriculum. You all know who you are and I hope you'll share them with me so that I can see that they get the play they deserve. Don't be shy or bashful, if you don't want to take the credit for one that you wrote, just send it to me anonymously. I'll stick my name on it and take all the glory – no, I won't do any such thing. I really want any and all of these seminars to be put through the approval process and shared with all the members across GWRRA. Please start sending them to me via e-mail right away. And be sure to include both the Lesson Plan (in MS-Word please) and the Vu-Graphs/PowerPoint presentations. If you don't have both, just send me what you have and I'll piece it together.

Take Care and Keep Training,
CJ Karcanes

*“Consider the postage stamp...It secures success through its ability to stick to one thing till it gets there.”
- Josh Billings*

The Benefit GWRRA Doesn't Advertise

My guess is that you are perplexed. What benefit doesn't GWRRA promote? After all, it is the benefits that are the base for everyone that joins. Of course, the benefits that each of us appreciates the most differ. Some like the *Wing World* magazine – excellent benefit and probably the most popular. Others like the Towbusters program. Still others like the *Gold Book*. Hopefully, most of us like associating with other people sharing our common interest – motorcycling. This I believe (personal opinion) is the largest benefit – the social aspects of the Chapter. Some may find the GWRRA rallies – ones you can bring your 10-year-old to – the greatest benefit of the Association. All of these benefits are promoted though. What benefit is there that isn't promoted? (I bet it will be in the future!)

The Leadership Training Division provides free seminars on topics related to leadership. Looking back on my career, the lack of certain leadership skills prevented me from progressing in my career as quickly as I might have liked. Fortunately, having worked for good companies and having good bosses, they made the investment in my development. Various companies I have worked for over the last 20 years have paid good money to send me to seminars related to work, such as *time management, listening skills, delegation, supervision, facilitating meetings, presentation skills, team building, problem solving, managing stress, motivating others, writing skills, conflict management, interpersonal skills, and coaching skills*. Applying the knowledge obtained from these seminars contributed greatly not only to success in my career, but improved my patience, interaction, and understanding of family, friends, and neighbors on the social front.

GWRRRA provides this training through its Leadership Training Division primarily for improving the quality of its Officers and would-be Officers. The intent is to improve the organization through its leadership, hence, making the organization more desirable to its current members (for retention) and to potential members (to increase membership).

The side benefit of this free training, for those who elect to take advantage of it, would be its application to life outside of GWRRRA including work. So if you perceive this benefit as I do, and realize that the skills presented and taught through GWRRRA's Leadership Training Program can be applied and leveraged within the work front as well as social front, you will scout out the free training (look for the Horizon's Program!). Invest the time not just for growth within GWRRRA, but also personal growth that you will retain forever.

John & Bonnie Simonick
Texas District Trainers

***“Becoming a star may not be your destiny,
but being the best that you can be is a goal that you can set for yourselves.”
- Bryan Lindsay***

The Way I Am...

How many times do you catch yourself saying or thinking something like “that’s just the way I am”? What wonderful opportunities and experiences do you avoid because you tell yourself they are not for you?

The way you are is precisely the way you choose to be. Though you are special and unique, you are not set in stone. You were meant to be flexible, adaptable, curious, adventurous, and resourceful. “Just the way I am” is too often just a convenient excuse. Sure, you are free to choose how you wish to live, but make no mistake – it is a choice. The way you are is based largely on the way you choose to be.

Take a look at the things you’ve chosen, and at the things you’ve avoided. Take a look at the limitations you’ve placed on yourself. Haven’t you lived with that burden long enough? Start today to expand your own self-concept.

You can do it, you can be it, you can have it, and you can create it – when you make the choice to do so. Don’t sink into the comfortable “just the way I am” excuse. Go out and grow. Go out and build. Go out and create. Go out and make a fascinating, fulfilling life for yourself. There’s no one better suited for the job than you are. Rather than settling for the way you are, get in touch with the person that you can be.

Keep smiling and have a great month everyone!

Amy Peterson
Region E Trainer

***“One person can make a difference, and every person should try.”
- John F. Kennedy***

~ ~ ~ ~ ~ **HAPPY 2004 !!!** ~ ~ ~ ~ ~

Gold Wing Road Riders Association

Leadership Training Division

Steve and Carolyn Cotton, International Directors

Goals for 2003-2004

1. To serve the Members of the Gold Wing Road Riders Association, by providing quality and timely training to become better Leaders and more knowledgeable participants.
2. To work closely with the International Headquarters and each of the Divisions of the Association.
3. To promote the ideals, goals, and membership in the Gold Wing Road Riders Association.
4. Improve communications within the Division, and with the other Divisions of the Association, by publishing a monthly newsletter.
5. Do a comprehensive review and update of all the current programs available regarding Leadership Training.
6. Provide each Trainer with a current copy of the latest versions of Leadership Training programs, and to distribute new versions as they become available.
7. Have a complete Staff for the Leadership Training Division- including International Director, Assistant International Director, Curriculum Specialist, and Newsletter Editor.
8. Encourage complete staffing of Trainers at the Region and District levels.
9. To provide consistency in the methods of obtaining Leadership Training pins and patches, who to contact, and what prices are encouraged to be charged to seminar participants wanting these items.
10. To review, update, and publish the criteria for the Leadership Training Merit awards that are presented at each year's Wing Ding.
11. To maintain an up-to-date directory of Trainers and Instructors.

Gold Wing Road Riders Association Leadership Training Division

The LTD Curriculum Master Tracking List

The Table below lists all “Approved” Programs/Seminars within the GWRRA Leadership Training Division Curriculum. It also contains any seminars or programs that are under development or in the process of being approved. The International Director of the Leadership Training Division may grant conditional approval of programs or seminars in either of those states.

Unless specifically stated otherwise, all training material in the GWRRA curriculum is considered to be the intellectual property of GWRRA and may only be used for its training purposes without specific written permission. All program and seminar materials are available from the Leadership Training Division National Staff upon request in MS-WORD, Vu-Graphs are available only as indicated.

PROGRAMS & COMPONENTS	FILE FORMAT	VuGRAPHS	COMPLETION REQUIREMENT	STATUS	VERSION
<i>HORIZONS PROGRAM</i>			Attend all six Units	Approved	
Unit 1 - Teambuilding & Personal Profiles	MS-WORD	MS-PPT		Approved	05-96
Unit 2 - Expectations	MS-WORD	MS-PPT		Approved	05-96
Unit 3 - Communications	MS-WORD	MS-PPT		Approved	05-96
Unit 4 - Effective Meetings and Events	MS-WORD	MS-PPT		Approved	05-96
Unit 5 – The Officer “Couple” Partnership	MS-WORD	MS-PPT		Approved	05-96
Practical Applications Exercise	MS-WORD	MS-PPT			05-96
Participant Workbook	MS-WORD				05-96
Pre/Post Assessments	MS-WORD	MS-WORD			05-96
Program Evaluation	MS-WORD				05-96
Administrative/Support Materials	VARIOUS				10-95
Instructors Manual	MS-WORD				05-96

PROGRAMS & COMPONENTS	FILE FORMAT	Vu-GRAPH	COMPLETION REQUIREMENT	STATUS	VERSION
KNOWLEDGE ENHANCEMENT			8 Core units plus any 3 Electives	Approved	
Unit 0- Program Overview (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 1- History of GWRRA (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 2- GWRRA Structure (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 3- Officer Appointment Procedure	MS-WORD	MS-WORD		Approved	11-99
Unit 4- Chapter Structure (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 5- Delegation	MS-WORD	MS-WORD		Approved	11-99
Unit 6- Chapter Finances (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 7- Newsletters (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 8- Listening	MS-WORD	MS-WORD		Approved	11-99
Unit 9- Chapter Communications (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 10- Leadership	MS-WORD	MS-WORD		Approved	11-99
Unit 11- Problem Solving	MS-WORD	MS-WORD		Approved	11-99
Unit 12- Recruiting & Retention (<i>core</i>)	MS-WORD	MS-WORD		Approved	11-99
Unit 13- Trainers Qualifications	MS-WORD			Approved	11-99
INSTRUCTOR DEVELOPMENT			All units required	Approved	04-00
Program Overview	MS-WORD			Approved	04-00
Leadership Training in GWRRA	MS-WORD			Approved	04-00
The Instructor's "Tool Box"	MS-WORD			Approved	04-00
Curriculum Organization & Presentation	MS-WORD	MS-EXCEL		Approved	04-00
INSTRUCTOR CERTIFICATION			All units required	Approved	10-97
The Trainers Role	MS-WORD	MS-PPT		Approved	10-97
Lesson Plans	MS-WORD	MS-PPT		Approved	10-97
Presentation Skills	MS-WORD	MS-PPT		Approved	04-98
Instructional Visual Aids	MS-WORD			Approved	10-97
OFFICER-MENTOR			All units required	Approved	11-96
Conflict Management	MS-WORD			Approved	01-02
Effective Communications	MS-WORD			Approved	06-94
Coaching Skills	MS-WORD			Approved	02-94
CD Orientation	MS-WORD	MS-PPT		Approved	06-95
Officer Expectations	MS-WORD	MS-PPT		Approved	06-95
O-M Developmental Program Outline	MS-WORD			Approved	11-96
LIFE SKILLS			All units required	Approved	01-97
Time Management (<i>core</i>)	MS-WORD			Approved	08-96
Problem Solving (<i>core</i>)	MS-WORD	MS-PPT		Approved	01-97
Managing Stress (<i>core</i>)	MS-WORD			Approved	01-97
Motivating Techniques	MS-WORD	MS-PPT		Approved	09-95
Managing Change	MS-WORD	MS-PPT		Approved	01-97
Interviewing Tips & Techniques	MS-WORD			Approved	01-97

PROGRAMS & COMPONENTS	FILE FORMAT	VuGRAPHS	COMPLETION REQUIREMENT	STATUS	VERSION
MEMBER ORIENTATION			All Core plus any 2 Electives	Approved	
How To Have Fun At A Rally	MS-WORD	MS-PPT		Approved	01-02
So, You're an Officer – Now What (core)	MS-WORD	MS-PPT		Approved	01-02
Newsletters	MS-WORD	MS-PPT		Approved	04-94
Member Benefits Overview (core)	We Need This				
GWRRA - How It Works (core)	MS-WORD	MS-PPT		Approved	11-99
The "Official" GWRRA Spouse Seminar	MS-WORD	MS-PPT		Approved	01-02
Leadership Training Program Overview	MS-WORD	MS-PPT		Approved	01-02
Horizons Primer - Program Overview	MS-WORD	MS-PPT		Approved	06-95
LEADERSHIP 2000			All units required	Approved	
Win-Win Effectiveness Interviews	MS-WORD			Approved	12-96
High Impact Leadership	MS-WORD	MS-PPT		Approved	01-97
Staffing and Targeting	MS-WORD			Approved	01-97
Leading Volunteers – Motivating&Managing	MS-WORD	MS-PPT		Approved	01-97
People Based Leadership Skills	MS-WORD	MS-PPT		Approved	01-97
Releasing/Replacing Volunteers	MS-WORD	MS-PPT		Approved	12-96
The Nature of Leadership	MS-WORD	MS-PPT		Approved	01-97
Leadership Survival Skills	MS-WORD	MS-PPT		Approved	01-97
Building High Performance Teams	MS-WORD			Approved	12-96
Case Studies in Applied Leadership	MS-WORD	MS-PPT		Approved	01-97
OTHER SEMINARS					
Road Rage	MS-WORD			Approved	06-99