

Wing Wisdom

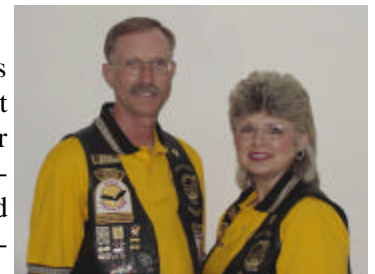
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Words from the International Directors

Leadership? As a Trainer in the Gold Wing Road Riders Association, whether you are at the Region or District level, or even as a Certified Instructor, we all have similar goals in mind: 1) To provide for our Members high quality Operations and Self-Improvement Opportunities, and 2) To help our Leaders and Members realize their full potential both personally and as a part of the Association, while providing the best experience possible for the Members. These are the items listed in our Mission Statement, and I find it helpful to refer to these statements quite often, just as a reminder of my objectives.



Leadership is an invisible strand as mysterious as it is powerful. It pulls and it bonds. It is a catalyst that creates unity out of disorder. Yet, it defies definition. No combination of talents can guarantee it. No process or training can create it where the “spark” does not exist. The qualities of leadership are universal: they are found in the humble and proud, the common person, and the brilliant thinker; they are qualities that suggest paradox rather than pattern (we all have our own methods of preference). But, wherever they are found, **LEADERSHIP MAKES THINGS HAPPEN.**

The most precious and intangible quality of leadership is **TRUST** – the confidence that the one who leads will act in the best interest of those who follow – the assurance that he or she will serve the group without sacrificing the rights of the individual.

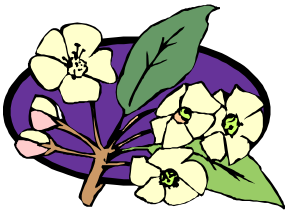
Leadership’s imperative is a “sense of rightness” – knowing when to advance and when to pause; when to criticize and when to praise; how to encourage others to excel.

From the leader’s reserves of energy and optimism, his/her followers draw strength. In his/her determination, they find inspiration. In it’s highest sense, leadership is **INTEGRITY**. This command by conscience asserts itself more by commitment and example than by directive. Integrity recognizes external obligations, but it needs the quiet voice within, rather than the clamor without.

H. Gordon Selfridge built one of the world’s largest department stores in London. He achieved success by being a leader, not a boss. Here is his comparison of the two types of executives:

Words from the International Directors *(continued)*

1. The boss drives the subordinates; the leader coaches them.
2. The boss depends upon authority; the leader on good will.
3. The boss says, "I"; the leader, "we".
4. The boss fixes the blame for the breakdown; the leader fixes the breakdown.
5. The boss knows how it is done; the leader shows how.
6. The boss says, "go"; the leader says, "Let's go!"



Everyone that has participated in a Horizon Program has heard the reference to a TEAM concept: Together Everyone Accomplishes More. Continue doing your great job as a Trainer, and being a Leader at the same time.

A reminder to Region Trainers: Please send me a copy of your 2005 goals as soon as you can (immediately?) after discussing various ideas with the other staff members, so I can keep a copy of them on file also – many of your goals may be the same as mine (published in the February newsletter), since they cover “serving the Members”. Your Region Director will be excited to learn that you have ideas of things that you want to accomplish for them during the next year, and they may have some things that they specifically want you to do for them.

I found out many years ago that setting a goal is one helpful way to make sure that an objective will get done. If we have no goal to shoot for, then that's probably what we will hit – nothing. Let's make sure we have something to shoot for by setting our goals for 2005.

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

Steve and Carolyn Cotton
International Directors – LTD

Self Talk (Part 2)

As you may remember from last month, your “programming” (what you hear and what you tell yourself) establishes your beliefs and triggers a chain reaction:

1. Programming creates beliefs.
2. Beliefs create attitudes.
3. Attitudes create feelings.
4. Feelings determine actions.
5. Actions create results.

When you want to work toward goals and/or change yourself in some way, you are not just competing with your old programming. You are also competing with the requirements of daily living. Each of you has three “resources” which help you get through any given day: your time, your energy, and your mind.

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“Examine the labels you apply to yourself. Every label is a boundary or limit you will not let yourself cross.”

- Dwayne Dyer

The Curriculum Corner

Hello everyone and welcome back to the Curriculum Corner. I'd like to share with you some preliminary information about this year's Curriculum Update. In looking at last year's update I realized that I had left several things undone. I had to admit to myself that I had only done half the job of re-vamping and renaming the Leadership 2000 Program. My apologies for the confusion that I caused.

My goal for 2005 is to balance the curriculum in two ways. First, I wanted to add more seminars to the Member Orientation Program. Secondly, I wanted to more evenly distribute the seminars across the other four programs that are generally delivered as individual seminars.

As many of you may recall, I have been advocating a seminar delivery process that I have nicknamed the "Saturday Seminar Round-Up" program. Since officers and many staff personnel are way too busy at Rallies to attend seminars, moving LTD seminar delivery to the "non-riding" months makes good sense. Here in Region 'N' we have seen a five fold increase in attendance since adopting this program, and other regions that have tried it have also reported improvement.

The program plan calls for the delivery of four seminars on a Saturday morning with a light lunch immediately following. By delivering two of these roundups, we could allow members to earn a program hanger bar. There was only one glitch to this, the programs (Knowledge Enhancement, Leadership 2000, Life Skills and Member Orientation) weren't evenly balanced in numbers. When you added to that, the confusion about "Core" and "Elective" seminars, the process was not user friendly. That cried for some revision.

Fear not fellow Trainers, here comes the 2005 Update. As you will see in Table "A", I have moved several seminars out of The Knowledge Enhancement Program and brought it down to 8 seminars. One of the seminars (Recruiting & Retention) was moved entirely out of LTD and into the Member Enhancement Division where those subjects were assigned at the time M.E.D. was formed. The other seminars were moved into Intermediate Leadership and Member Orientation. Thanks to some very timely help from John Simonick, TX District Trainer and Amy Peterson, our LTD Newsletter Editor and Region E Trainer, I was able to expand the other programs shown in Table "A" to 8 seminars each. O.K., that isn't quite true but we have several seminars in process of being approved so we will have 8 in each by the time Wing Ding rolls around.

"Action sprints not from thought, but from a readiness for responsibility."

- Dietrich Bonhoeffer

Table "A"

Knowledge Enhancement	Intermediate Leadership	Advanced Leadership	Life Skills	Member Orientation
You're An Officer, Now What	Building a High Performance Team	High Impact Leadership Skills	It's About Time- Time Management	Horizon Program- What Is It Really
Leadership	Staffing	Leadership Survival Skills	Stress Management	History Of GWRRA
Chapter Structure	Motivating Volunteers	Getting to Know Yourself	Managing Change	GWRRA Structure
Chapter Finances	Chapter Communications Plan	People Based Leadership Skills	Interviewing Techniques	How To Show Or Judge A Bike
Newsletters	Problem Solving	The Nature of Leadership	Remembering Names	Training The Members
Increasing Chapter Participation	Releasing Volunteer Leaders	Performance Evaluations	Listening and Communicating	How To Have Fun At A Rally
Officer Appointment Procedures	Financial Reporting and the IRS	Case Studies in Applied Leadership	Making Microsoft Word Work For You	How Can I Participate in GWRRA
Delegation	Qualifications for LTD		Basic Computer Maintenance	Member Orientation



The Curriculum Corner *(continued)*

So there you have it folks, a preliminary look at this year's update. I hope everyone likes it or at least can live with it. This is by no means cast in stone, that's why I have termed it a "preliminary" look. I welcome your comments and suggestions. Please keep in mind that I was trying to streamline our processes at the same time that I was updating the curriculum. My goal was to make it easier for our members to participate in our seminars as well as to make the hanger bar program more appealing.

I hope that no one other than me will end up with a pile of left over Leadership 2000 hanger bars. We will be contacting Phoenix to get the two new bars made up in time for Wing Ding as soon as these changes are approved. We will also update the Brochure and the LTD Web Site. I will also have the Curriculum Record Cards updated and a new printing done ASAP. For that, I'll need a count of how many each region would like to have. Region 'D' is already in for 1000 cards, please get your numbers to me ASAP.

I guess that's about it for this month except to say a big thank you to those of you that volunteered to deliver seminars at Wing Ding. The preliminary schedule is being reviewed even as you read this and it should be finalized by March 15th. Presenters will represent six regions this year; I think that is a great testament to the dedication of the Trainers throughout GWRRA. Again, thank you for your help and support.

May you all have Blue Skies and Smooth Roads,

CJ & Bo Karcanes
Region 'N' Trainers & LTD Curriculum Coordinators

Stress Management Tips...

The following items were noted in the September 2004 edition of *Bottomline Secrets*. Perhaps they may be of help to you, or the next time you present the Stress Management seminar.

Be aware of your stress reactions. When you're under stress, monitor your thoughts. It's very easy to get caught in a cycle of negativity without really being aware that you are.

Say "stop" when you catch yourself churning out negative thoughts. You can say it out loud or in your mind. It's a mentally decisive step that breaks the cycle of escalating negative emotions.

Breathe. After you say stop, take a deep breath. Hold it for a few seconds, then let it go. Just one or two deep breaths can help you relax and divert your attention from the

"Happiness does not depend on outward things, but on the way we see them."

- Leo Tolstoy

By The Book – All About “Chartering”

The “By The Book” articles are intended to help familiarize Volunteer Leaders and GWRRA Members with the guidelines, policies, procedures, and information contained in the GWRRA Officer’s Guidebook. Please feel free to reprint these articles in Region, District and Chapter newsletters.

You have your geographical area decided upon and you have TEN or more Members you have been meeting with and discussing plans for a GWRRA chapter. You decide the time and place for your chapter “Kick-Off” Meeting. It will be your first “official” chapter meeting. At your chapter “Kick-Off” meeting, you should be presented with your Certificate of Chaptership.

These items provide visual proof to all present that a Chartered Chapter of the Gold Wing Road Riders Association now exists within your assigned geographical Area, and that you are authorized by GWRRA to begin to organize the chapter with those willing Members, and prospective members. For the next ninety (90) days, all those GWRRA Members who pitch in and help get the chapter up and running will be “Charter Members” by virtue of their work and participation. This applies even to those Members who may actually reside outside your assigned geographical area. (All of us are Members of ALL chapters.) This 90 day period (or a similar time period that you choose) is your Chartering Period and all those Members who choose to become chapter “Members” by their participation in chapter activities are considered “Charter Members” of this new chapter. They are eligible to receive a special U-shaped rocker to wear under their 4” GWRRA logo patch with the words, “Charter Member” on it. No more will be issued after the initial stated period. Your District Director will assist you in acquiring these Charter Member rockers, which are given free from the Home Office.

With “Chartering” a new Chapter comes the Chapter Chartering fee (currently \$50.00). This is due annually on January 1. The Chartering fee is for items furnished by GWRRA. These items include charter member rockers, officer pins and patches. Additionally, this fee helps to cover an annual premium that protects the GWRRA officer and a designated third party (mall, meeting place, co-sponsoring authority, etc.) with a one million dollar liability insurance policy. Our Association is able to obtain this Insurance Policy through the annual enrollment of each chapter. When a new chapter is organized, the chartering fee is included with the prospective Chapter Director’s paperwork. Maintaining enrollment is accomplished by paying the chartering fee each January. Failure to submit this fee will result in the chapter being suspended and the chapter forfeiting its Charter with GWRRA. Chapter Charter fees should be forwarded to your District Director.

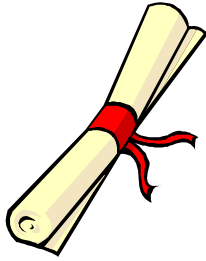
The question may arise about “chartering” a GWRRA chapter with another motorcycle association. Many times local independent clubs join together to form an association and work together to help each other. The association that is formed is the product of a representative from each club, meeting to develop an overall “program” for the benefit of them all. The clubs bring their association into being; the resulting association then “charters” other local clubs that meet their requirements into the association for their mutual benefit.

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*“You learn in life
that the only
person you can
really correct and
change is yourself.”*

- Katharine Hepburn





By The Book *(continued)*

It is a system that works well for many local independent clubs in the country that would otherwise have no tie with each other. Although that works well for the independent clubs, a GWRRA chapter does not fit into that category. Our chapters are not formed independent of GWRRA. We, as a chapter, are a local extension of our National Association set up for the social enjoyment and participation of its Members. GWRRA chapters receive the “charter” to organize from our National Association. GWRRA causes the chapters to begin, the chapters do not cause GWRRA to begin. The chapters are not just an extension of our Association, but a product of it. We are already “chartered” with GWRRA and therefore cannot charter with another Association. We have our system and the clubs have theirs. Ours works well for us and theirs works well for them, but they are completely different in concept. Any attempt to combine the two will result in confusion for our Members and will prove unworkable.

Harry Dollarhide
Region H Trainer

A New Vision

The following is an excerpt from the January 2005 Louisiana District Newsletter:

This is from a handout that is used in our Leadership Training Workshops, and I thought it would be helpful material for your Chapter leaders as well as future Chapter leaders.

- Learn everything you can about GWRRA and similar organizations. There is no substitute for being well informed.
- Bring your major constituents (the members, participants) into the visioning process, at first simply through informal conversations and later by formal survey. At a minimum, make sure you completely understand their expectations and needs, and the dependence the Chapter has on their support.
- Keep an open mind about your vision. The correct sense of direction for the Chapter may be obvious, but don't bet on it! After all, most of the Chapters in the state may be moving in a certain direction, but that doesn't mean it is right for your Chapter.
- There is no need (and certainly no expectation) that your final choice of vision (direction) be your own original idea. Some of the best ideas may come from your participants, but only if they are sought and welcomed when they arrive. Encourage input from all your participants, involve them in the visioning process, and let them know how much you appreciate them all the way through.
- If you are a new Officer to GWRRA, don't disparage the previous leadership or its vision. Everyone knows that you'll be doing things differently, and they will expect some changes. Instead, show how you understand and appreciate what has been done before you and praise your predecessors for bringing the Chapter to its current stage. Promise to move on, retaining the best of the past and adding the new for the future.

Ride safe,
Bob & Carrie Dull
Louisiana District Trainers

*“To have a
creative life,
we must
lose our
fear of
being wrong.”*

- Joseph Chilton Pierce

Self Talk (part 2) *(continued)*

Your desire to improve yourself competes with the time you spend working, taking care of your family, and taking care of the rest of your needs. It competes with the energy you consume doing everything necessary to just to keep your life in some reasonable order. Sometimes there is no energy left. Your desire to improve yourself competes with the demands that others have placed on you mentally (or you have placed on yourself) as well. There are so many things to think about and so many decisions to make. Unfortunately, you are often so busy taking care of first things first that you have no time, energy or thought left to take care of the of the one thing that could make all of the other things work better.

Silent self-talk can either be conscious or unconscious internal dialogue. It includes anything and everything you think about yourself and the world around you. It is that subtle shift in your attitude from looking at things in a negative way to looking at everything in a more positive, productive way. Since most of the things labeled as problems are really only perceived as problems, the way you look at them determines whether they really are or not. If that may sound a little too easy, try it for a day and see what happens. Remember that the old self-talk is already a habit. It may feel natural and comfortable even if it is negative. By knowing what to expect, you can meet that old self-talk head on, override it, and begin building new and better habits.

Instead of waking up in the morning and telling yourself you wish you didn't have to get out of bed, your new self-talk should tell you that it's a great day to be alive - and it's the perfect time to make the most of it. Instead of telling yourself you are tired, find a way to tell yourself that you are full of energy and enthusiasm. Within a day or two you will start to notice the things you have been saying to yourself that could work against you. Make a mental note of anything that sounds negative and immediately rephrase it in the positive. For example:

"I can't seem to get organized today" becomes "I'm organized and in control, especially today!"

"I just can't lose weight" becomes "Losing weight is not a problem for me. I'm losing weight and looking great!"

"I really have a problem with this" becomes "I am a capable person that handles problems well. I can handle this!"

Be patient as you start to give your subconscious mind a whole new set of directions. Just keep doing it every chance you get and it will start to work for you. How you feel is mental and chemical, so start giving yourself the best physiological messages possible. Remember, the thoughts you think are electrical impulses which direct the brain to turn important switches in your mental control center on or off. By replacing your earlier negative self-talk with new commands, you are activating more healthy and productive chemical and control centers in your brain to start working for you rather than against you.

Stay confident and know that you make a difference!

Amy Peterson

"No one can go back and make a brand new start, my friend, but anyone can start from here and make a brand new end."

- Dan Zadra



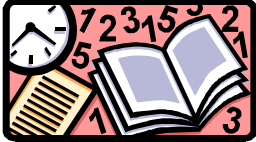
Calendar of Training

Please continue to send your newsletters and/or training event details to Amy Peterson at amysescape@aol.com (or fax to 763-755-8397).

March 2005

3/12-3/13: Horizon Program in Meadville, PA (Region B). Contact Dottie & Ed Bahrenburg at wingin-it@stny.rr.com.

3/19-3/20: Knowledge Enhancement "Quick Start" Program after staff meeting in Rochester, MN (Region E). Contact Amy Peterson at 763-783-1851 or amysescape@aol.com.



April 2005

4/1-4/3: Fun Shop in Binghamton, NY (Region B). Contact Dottie & Ed Bahrenburg at wingin-it@stny.rr.com.

4/2-4/3: Horizon Program in Tulsa, OK (Region H). Contact Bob Farrier at 918-789-5126 or yellow1800@sbcglobal.net.

4/30-5/1: Horizon Program in New Hampshire (Region B). Contact Dottie & Ed Bahrenburg at wingin-it@stny.rr.com.

4/30-5/1 Educational Weekend in Bloomington, IL (Region E) with Knowledge Enhancement "Quick Start" and Horizon Programs, as well as a Seminar Presenter Course, to be presented. Contact George Wanamaker at 308-836-6872 or george@macomb.com.

1st Quarter Reports Due April 10th

Reminder to Region Trainers: Plan ahead now for the reports to include training effort between January 1, 2005 and March 31, 2005. Reference page 45 in the forms section of the *Trainer's Handbook* for a copy of the report.

*"If you do not
know where you
are going,
you'll end up
some place else."*

- Yogi Berra

International LTD Staff Listing

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