

Wing Wisdom

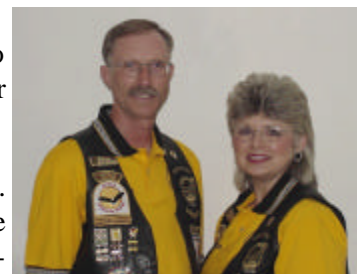
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Words from the International Directors

I once heard about a young man who, in his eagerness to make it to the top, went to a well-known millionaire for advice about how to get there.



"What is the first reason for your success?" he asked. "Hard work," the millionaire replied. Disappointed, the inexperienced fellow responded, "What is the second reason?"

We laugh at this young man's desire for a quick-and-easy formula, but his response brings up a much more serious question for people who aren't doing what they know they'd like to do: Are you willing to pay the price to get there? Whether you are a novice GWRRA Trainer / Certified Instructor or an experienced veteran, here are some tips to ponder.

You don't get fulfilling success at a bargain-basement price. In fact, the cost is often much higher than many people are willing to pay. I've seen more examples of this than I can count. People embark on a new path with energy and enthusiasm, only to fizzle out when they realize how much effort is involved. If they had counted the cost first--if they had seriously investigated what it would take to make them successful in that area--they may have gone another direction. Instead, they're right back where they started--dissatisfied and unfulfilled.

The way to avoid this scenario, of course, is to count the cost of doing what you'd like to do before you begin. So what does the price tag include? Here are just a few items:

1. **Hard work**

There's no way around this--you can't fulfill your dream without a lot of blood, sweat, tears, and maybe even a little elbow grease. You also might have to spend time--perhaps large quantities of time--working diligently at jobs you don't particularly like in order to prepare yourself for the job you want.

2. **Learning**

Doing what you love might require you to acquire some new skills, polish existing abilities, or listen and learn from others. Are you willing to devote the time, money and energy to making that happen?

Words from the International Directors *(continued)*

3. Discipline

It takes focus and commitment to pursue your goal without getting sidetracked or giving up. Success doesn't just happen. You have to be intentional about it, and that takes discipline.

4. Change

At the surface, this might not seem like a significant price. After all, you wouldn't be engaging in Leadership Training if you didn't want a change in your life, and to help others. And yet, as we all know, change isn't easy. It can cause stress, anxiety, uncertainty, and a host of other uncomfortable emotions.

5. Emotional stamina

On your way toward doing what you love, you're going to stumble and you might even take a few hard falls. When that happens, you've got to have the intestinal fortitude to pick yourself up, dust yourself off, and get going again. Do you?

As you think about the price of doing what you want to do, remember that the specifics vary from job to job. One path might require a higher cost in the area of learning, while another might take more emotional stamina. The only way to find out for sure how much you'll have to pay in each of these and other areas is to find someone who is having a great time doing what you'd like to do and ask them about the cost. Ask them what they DID in order to DO what they do.

The young man in our introduction got it partly right--he went to someone for advice about how to be successful. Sadly, his response shows that he was unwilling to pay the price. But it doesn't have to be that way for you.

Now the ball is in your court. If you know what you want to do but aren't doing it yet, stop making excuses and start taking steps to make it happen. Don't wait until everything is perfect to begin because everything will never be perfect. Don't put it off until tomorrow because tomorrow you'll be tempted to put it off until the next day.

Just start. And as you begin, remember these three truths about the end result:

1. Doing what you want to do will be different than you imagined it would be.
2. It will be more difficult than you ever imagined.
3. And it will be better than you ever imagined.

I can assure you that when you're doing what you really want to do, it's not work. It's fun because you're reaching your potential and you're helping others reach theirs. It just doesn't get any better than that. We call it success - being a Trainer for GWRRA and the Leadership Training Division.

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

Steve and Carolyn Cotton
International Directors – LTD



*"What we have done
for ourselves alone
dies with us;
what we have done
for others and the
world remains and
is immortal."*

- Albert Pike

The Curriculum Corner

Hello everyone and a Happy Spring to all of you out there in Training Land. I know its spring because the Dogwood and Bradford Pear trees are all blooming, and every golf course I tried to get on this past week was full. The other thing that is happening is Leadership Training is going on all over. Horizons Programs are being held to begin the process of identifying new officers for the upcoming year and seminars are being given on many Saturdays to the officers that have already stepped up to help run this great organization. Now if we only had a larger curriculum with more seminars to choose from, we could deliver even more training to our members. Well folks, that is exactly what we have been doing. Since last month when I put Table "A" together with 39 seminars, our curriculum has grown to 46 seminars. That's right team. We have grown by 7 new seminars. To be totally honest, some of those are still in the "approval process." However, we are confident enough to have put them on the new Training Record Card.

Oops, I let the cat out of the bag. Yes, that's right, the Training Record Cards are at the printer even as we speak. I will be sending a small supply to each of the Region Trainers as soon as I receive them. We were very fortunate to have a printing company in Kentucky offer to print them for us at no cost, so none of you will have to hit your Region Directors up for money. I hope each of you will like this new "training sales tool," and that you will use it to help expand training within your region.

Now for a sneak preview of the Horizon Program update. My thanks to John Simonick, Texas District Trainer, for all his hard work on the update of the 5 Modules and the addition of Power Point animation. He has also updated the Student Workbook. For those of you with LCD projectors, this set of Power Point files will blow your audiences away. I have also included some additional "Presenter's Notes" that explain a series of group exercises.

There are 8 Trivia segments that can be used as "gatherers" after the health breaks. We all know how often our folks seem to "get lost" on there way back from a break. Well, if you use these segments along with the recommended scoring system for the "Smarty Pants" competition, you will find that nobody gets lost anymore. As soon as the team finds out that we start exactly on time and that they must compete one or two team members short, they quickly make a pact to get back on time.

The other type of exercise is one at the end of each module (sometimes two if you choose to split a large module into two parts) that is designed to reinforce the subject of the module. For example, after the Meetings & Gatherings module we have an exercise called "Fitting the Pieces Together". This exercise helps team members understand the value of working together to solve complex problems through improved communications by assembling a jigsaw puzzle. Sounds easy until we add the other element – the stopwatch set for two minutes. At the end of the two days, we check the scores and the team with the most points is crowned "The Horizons Smarty Pants" and each winning member receives a specially designed and made pin. This competition has really sparked up the program and everyone who has experienced it has said it really added fun to the weekend.

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*"Yesterday is history.
Tomorrow is a
mystery.
Today is a gift.
That's why it's
called the present."*

- Author Unknown



The Curriculum Corner *(continued)*



Bo & I are sure that you will like the changes to the program and so will your members. Please be sure to advertise all future Horizons programs as open to any member interested in seeing what being an officer is all about. We have fine tuned this program and shifted it from a “New Officer” training program to a “New Potential Officer” information and decision making program. With the help of this program, a member will now be in a position to make an educated decision about taking on the mantle of leadership.

It’s time we told them the truth, the whole truth and nothing but the truth about what it is like to be an officer. The phrase that I have taken to using is, “this is a volunteer organization and all of our leaders are volunteers who have offered to step into the boat and row for a while.” “After a period of time, they get tired of rowing and need a rest. That’s when new officers are needed to man the boat.” This analogy has resonated well with the groups that I have shared it with. (Of course, I haven’t told any of them that occasionally the captain likes to go water skiing. Hey, we can’t tell them everything or no one will say yes!!! Just kidding, folks.) Seriously, try using this explanation the next time the subject of finding new officers comes up. The concept of everyone taking a turn seems to play well with just about everyone I have talked to.

That’s about it for this month, except to say that a couple of my seminar volunteers have experienced work related scheduling problems and will not be attending Wing Ding this year. They already know that they have volunteered for next year by default, so I won’t pick on them openly at this time. That leaves me with three seminars without presenters. If any of you out there have some time open on your personal Wing Ding schedules, please contact me and we can compare notes to see if you can help me out. Again, thank you for your help and support.

By the way, I am close to assigning LTD Booth sitting times to Regions. I have only received two responses so far volunteering to man the booth. Come on all you Region Trainers, it is only two hours per Region if everyone pitches in. Steve & Carolyn and Bo & I, have already filled in about 8 hours worth of slots. If you get your e-mails in to me right away, you can still name your day and time. After next week its “lottery time” with the trusty old hat and paper trick, so please think about contacting some of your District Trainers and Certified Instructors and “help row the boat”.

May you all have Blue Skies and Smooth Roads,

CJ & Bo Karcanes
Region N Trainers & LTD Curriculum Coordinators

“The only way to find the limits of the possible is by going beyond them to the impossible.”

- Arthur C. Clarke

By The Book – Standards of Conduct

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.

This code for STANDARDS OF CONDUCT for GWRRA officers has been adopted to promote and maintain the highest of standards for association service and personal conduct among its officers. Adherence to these standards is necessary and will further serve to assure Member confidence in the integrity and fairness of all GWRRA officers.

AS AN OFFICER OF THE GOLD WING ROAD RIDERS ASSOCIATION, I PLEDGE MYSELF TO:

MAINTAIN loyalty to my Association and aggressively help it to achieve its objectives and goals.

HOLD inviolate the confidential relationship between the individual Members of our Association and myself, and all confidential information entrusted to me through my Association office.

SERVE all Members of our Association impartially, and to provide no special privilege to any individual Member, nor to accept any special personal compensation for the performance of my duties.

NEITHER engage in, nor countenance, any exploitation of our Association, and to safeguard and protect all its Marks.

RECOGNIZE and properly and fairly perform my responsibilities to our Association, to uphold all rules and policies relating to its activities, with skill, courtesy, honor, goodwill and especially to uphold exemplary service to the Membership.

EXERCISE and utilize sound “people principles” in the conduct of the affairs of my office.

USE only fair, moral and ethical means when seeking to influence opinion.

ALLOW no false or misleading statements to be made to the public or Membership.

NOT disseminate any malicious information concerning this or any organization.

ACCEPT responsibility for cooperating in every reasonable way with all Association officers and Members.

UTILIZE every opportunity to improve public understanding of the positive principles of motorcycling, especially GWRRA.

MAINTAIN high standards of personal conduct, and make efforts to improve my management skills, my character, and my communication techniques.

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“It’s never crowded along the extra mile.”

- Wayne Dyer



By The Book *(continued)*

DO'S

1. DO have patience
2. DO promote fun activities.
3. DO promote safety.
4. DO communicate with other officers and Members.
5. DO provide proper example.
6. DO take surveys.
7. DO provide and care about the Members.

DON'TS

1. Do NOT play the role of a dictator.
2. Do NOT dictate or demand.
3. Do NOT have a negative attitude.
4. Do NOT play favorites.
5. Do NOT lose temper.
6. Do NOT berate Members.
7. Do NOT blame others for our failure.

Harry Dollarhide
Region H Trainer

Tips for Leaders

Leadership is, above all else, a service. If you do not fulfill the needs of the people you lead, then it is difficult to be an effective leader regardless of your title.

That service may be passing on information, presenting activities to the members, facilitating meetings, etc. These are obvious and visible services. Equally important are the invisible services like instilling teamwork a sense of cooperation, creation a sense of accomplishment, and giving you staff a sense of “ownership: in their duties as team members. In short, a really good leader understands that their most important job is helping the team embers be successful.

Here are four ideas that may be of assistance to you in your endeavors:

1. **Ask Questions:** A good leader can often lead without being obvious. Ask the right questions, in the right context for the audience, and have someone else share the stage.
2. **Don't Be The Boss:** Include folks in the process and use their talents. People by nature want to be recognized as being good at what they do. When you show a connection between the various talents available, and tie those talents together, people will be more willing to work very hard toward the common goal.
3. **Polish Those Egos:** One of the most flattering things you can do is to ask a person for their help or their opinion. If you need help or ideas, say so, and say why. Be sincere in your request and include and appropriate compliment. One-on-one conversations are often the best. Nothing is more insulting to an ego than an insincere request for assistance or ideas.
4. **Share The Glory:** NEVER FORGET – your success is only a reflection of the hard work put out by your team. Be sure to mention those who helped and contributes to the goal that has been met. Credit and praise multiply the more you spread it around.

Until we meet again,

Bill and Carol Cook
Senior LTD Instructors (Iowa)



“The sign on the door to success says PUSH.”

- Author Unknown

Chapter Goal Setting

At this point in the year, it is a good time to review with your staff how the first quarter of 2005 has evolved. Are you on track with your goals for the year? (Do you still need to write down your chapter goals?) Do some of the objectives and goals need to be revised? Now is the time to take action!

What factors increase the chances of success?

1. Is the goal measurable? You need to be able to track your progress along the way and see how far you've come!
2. Did you set a deadline? Assigning dates increases the level of commitment for each task.
3. Is the goal realistic? There is nothing wrong with thinking big. Just break the large items down to short term, medium term and long term steps as needed so it doesn't appear to be such a challenging task.

Setting goals for chapters is just as important as setting personal goals. There are many areas where these same factors could be applied. Here are some items to consider with planning and goal setting:

1. Written "job descriptions" for each position on the staff: It is important for everyone to understand what is expected of them. These descriptions are also helpful in recruiting staff members since the prospect can see the tasks involved and better gauge the time commitment it entails.
2. Goals for change: What is the chapter staff interested in changing? What changes would the Members in your chapter like to see? Who is assigned to investigate the options and/or make those changes a reality? What are measurable parts of those changes and when do you want to see them completed?
3. Planning events: What events are on the calendar for the year? What planning is involved for each? What are the milestones involved with each action item in that planning?

As you can see, there are a number of things at the chapter level that can benefit from goal setting. The same ideas apply to districts and regions as well. What are your chapter's goals? Have you shared your thoughts on the subject? Have you invited others to share in the decision making process?

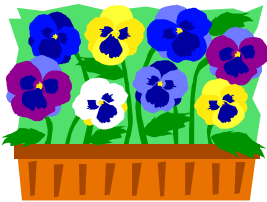
Whether it is completion of a survey, brainstorming with Members at a chapter meeting, or participating in a one-on-one discussion, everyone's thoughts matter! Member input is valuable for chapters to grow and be able to meet more Member needs. (After all, it is important to retain Members and continue to add new ones!) It is your ideas that also help GWRRA to grow as an organization. You **DO** make a difference!

Happy Spring!

Amy Peterson
Region E Trainer & LTD Newsletter Editor

"Before everything else, getting ready is the secret to success."

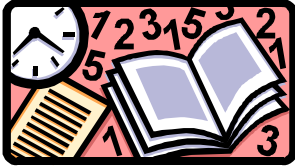
- Henry Ford



Calendar of Training

There is much more training taking place and many of our members are crossing state and region borders to attend. Let's give them as many opportunities to participate as possible!

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



April 2005

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.

*"When one teaches,
two learn."*

- Robert Half



International LTD Staff Listing

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