

# Wing Wisdom

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## From the Director's Chair

Where are we going? How will we get there? How long will it take? These are very real questions that we have been asking ourselves (and I'm sure many of you have been thinking of asking). As we teach in several of our seminars, change is inevitable. Asking where we are going is something that we should, indeed must, ask ourselves on a regular basis. I believe with all my heart that change is something that we can manage. Notice that I said manage, not control or stop. Change is a lot like a freight train in that it gains momentum once it starts moving. If we are not careful, it can derail itself.

So where are we going as a division of GWRRA? And for that matter, where is GWRRA going? We have input to both of those if we choose to become involved. And because I believe in being a "change agent," I choose to be involved. I hope that each of you will join us on this journey into the future. The Leadership Training Division started as "Officer Training." Fairly soon after it became a full-fledged division called "Leadership Training," but we still focused our complete attention on the training and nurturing of officers. For the past few years Bo & I have tried, through the Curriculum Specialist position, to broaden that perspective. As your new International Directors, we have the forum to make the changes necessary to effect that broader view.

GWRRA's direction for the future is to become simpler and more streamlined. Our Co-Founder made it very clear at a meeting in Ft. Wayne that "more fun less fuss" was to be our mantra. He challenged all of us to go out, find out what the members want and find a way to deliver it. That was a very clear road map. LTD will follow it by providing more support to the other divisions and by finding ways to help the members have more fun.

Our new Executive Director has tasked us with reaching out to the other divisions and offering them our help with specific skills that we have; in particular, our instructor training capabilities already in place. To that end, I have contacted the division heads and two have already responded. We will be creating and delivering a training program similar to the Rider Ed Seminar Presenter Development Program for the Member Enhancement Division (MED). We will also be involved in the training of new Rider Course Instructors by creating and delivering a program of Presentation Skills Training as a "front-end" to the candidates training. This will allow the Rider Ed instructor trainers to focus immediately on training the candidates on how to teach their curriculum without taking time out to teach presentation skills.

*(continued on page 2)*



## From the Director's Chair *(continued)*

The benefit to Rider Ed is that they can maximize their training time by focusing on riding skills and the candidates' benefit. By gaining their presentation skills in advance, it allows them to focus more on the Rider Ed material they must learn.

In addition to the presentation skills initiatives, we have begun a further expansion of our curriculum. With the agreement of Steve Johnson, the MED Director, we will use our expertise in seminar writing to create new seminars that might be of interest to MED. To be honest, this isn't really a new effort on our part. The LTD curriculum contained several seminars over the years that have been handed off to MED for further delivery. I just saw an opportunity to provide more service to MED in this area and Steve liked the idea. The first example of this is a seminar, or set of seminars, on crafting that we commissioned the KY District Trainers to develop. When I mentioned this particular idea to Steve he was immediately in favor of it. So there is no question of a hand-off to MED, it is just a matter of when. The seminar, or maybe it should be called a workshop, had its trial run at the KY Rally. After a couple of additional shakedowns and re-writes, we will work with MED to find presenters and make the transfer. We'll keep you posted on the progress. In the meantime, if any of you have ideas for other topics that we could develop into seminars, please don't hesitate to share them with us.

While our seminars have always been educational in nature, it occurred to Bo & I that MED seminars are generally more entertaining. As we look for more new topics, let's apply the educational vs. entertaining test to determine where the final product belongs. However, the end result will always be more for the member and that meets the GWRRA goal. We believe that our skill set combined with MED's presenter corps (which we will help to train) will be a win-win combination.

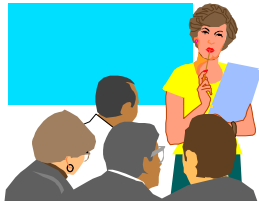
Where are we going? Forward into "Fun City"! How will we get there? Working as a team together with the rest of GWRRA! How long will it take? Forever I hope, because like motorcycling, in training it is just as much the journey as it is the destination!

Until next month, please keep working on your plans for next year. I will be asking for your input to further refine our 2006 Training Plan. And for those of you who haven't sent in your Horizon Programs forecasts, you are running out of time!!!! I have only heard from 5 Regions so far, please take a minute and send in your numbers. Remember, a team, like a chain, is only as strong as its weakest link. We need your help and involvement if we are to succeed.

Best Regards,

CJ & Bo Karcanes  
International Directors - LTD

**In Remembrance...**  
**Patriot Day 9/11**



**Consider the postage stamp:  
Its usefulness consists in the ability to stick to one thing until it gets there.**

**- Josh Billings**

## The Curriculum Corner

Hello again from the curriculum corner of LTD. I took a short break last month but thought I had better get back to work since there is still so much to do. The ink had hardly dried (I don't think electrons dry so it must be ink) on the 2005 Curriculum Update when changes and corrections started popping up. We got some very good ideas for improvements during Wing Ding. I just don't want to wait a whole year before I share them with all of you so there will be another curriculum update in December. We'll see how well this is received and maybe we'll make it a regular thing. After all, it is supposed to be a "work in progress" isn't it.

The big news to report is the work we are doing for the other divisions. I touched on most of that in my "Director's Chair" article, but here I'd like to tell you about some other work that I am doing with MED. Their R&R guru and resident computer wizard, Marty Zakrajsek, has written a couple of new seminars dealing with Recruiting and Retention (and the reports available to assist the MED Coordinators in their work). He has done a nice job on them and we are working together to polish them up. I am adding some animation via Power Point and tweaking some words to make them show better.

These seminars will then be placed in the new "MED Curriculum" to be given by the students that attend the new program called MED Seminar Presenter Development. This program will be introduced in the first quarter of 2006 with a pilot or two to get the ball rolling. Any LTD Trainer or Certified Instructor who has given the LTD Instructor Development/Certification Program is qualified to deliver this new program (as well as the Rider Ed Seminar Presenter Development Program). In order to determine how much coverage we have in the regions for delivering this "Presenter Training," we need to know how many qualified instructors we have. Our database of instructors does not currently contain that level of information, so I am asking that you send me an e-mail with the names of your "Instructor of Instructors." Judging by the latest LTD Directory, I know that we have some areas without adequate coverage. Please let me know how we can work together to remedy that situation.

'Til next month, stay happy and keep training!

CJ Karcanes  
International Director – LTD

## 2004-2005 LTD Goals Status Update

The Wing Ding meeting included an update on the status of this year's goals. Below is a summary of that information:

1. Continue expanding the "library" of seminars
  - Horizon Program and 25 individual seminars converted to animated PowerPoint presentations
2. Implement trial of "cluster training"
  - \* Trial held in WV using closest 2 & 3 chapters
  - \* Trial held in KY using closest 2 & 3 chapters

*(continued on page 4)*

*Our aspirations are  
our possibilities.*

*- Samuel Johnson*



## 2004-2005 LTD Goals Status Update *(continued)*

3. Expand training for the general member  
Developed 7 new “general member” seminars thus far (6 more still in progress)
4. Revise, print and distribute the LTD Training Record Card  
Completed 4/15/05 (only cost was postage)



## 2005-2006 LTD Goals

1. Continue to expand training opportunities for the “general member”
2. Continue to add seminars to the “library” of seminars (continue conversion to active/animated PowerPoint format)
3. Expand the implementation of the “Training Timeline” to at least 5 additional regions (requires Regional Director “buy-in” to the Timeline Concept)
4. Deliver a minimum of 15 Horizon Programs (at least one to be given Internationally)
5. Direct the delivery of at least 5 Instructor Development/Certification classes (at least one to be given Internationally)

*No life ever grows great until it is focused, dedicated, and disciplined.*

- Henry Emerson Fosdick

\*\*\*\*\* **TRAINING TIMELINE** \*\*\*\*\*

January – April	May – September	October – December
<u>Target Training Period</u>	<u>Rally Season</u>	<u>Target Training Period</u>
<b>Horizon</b>	<b>Member Orientation Life Skills</b>	<b>Knowledge Enhancement</b>
<b>Enhanced Leadership Skills</b>		<b>Advanced Leadership Skills</b>

In the first year, the potential new officer or staff member would complete the Horizon Program and the Knowledge Enhancement Program (items in purple) so they understood responsibilities and expectations *before* taking office January 1. The second year would include the Enhanced and Advanced Leadership Skills Programs (in green) to build upon the skills and experience of the first year. Rallies and events during the peak riding season would round out the training calendar with the more general topics included in the Member Orientation and Life Skills Programs (in red).

## Do It Gradually

Are you an “all-or-nothing” sort of person, or can you do things gradually? Weight lifters start with weights they can lift and gradually increase the weight over a period of time. Improving a little bit each day, no matter how tiny that progress may seem, will take you to your goal. The key is the gradual forward progress.

Pavlov, the king of stimulus-response thinking, was asked to give one last piece of advise for his students from his deathbed. His answer was, “Passion and gradualness.” That seems like very memorable, appropriate advice. If you are involved in projects, careers and relationships that you are passionate about and you purposefully build them gradually, you will reach your objectives and reap the benefits. When you reach a plateau after developing a high degree of skill, or after working intensely at something, it is often wise to drop back a little and allow for some balance. When things feel like a strain and results are not forthcoming, that sense of difficulty and effort can displace the passion you once had. There is wisdom in stepping back in this scenario before you move forward once again.

Continue to build on your own success patterns. You have all had successes in your life. Go back in your memory and relive those experiences. In your imagination revive the entire picture in as much detail as you can. Visualize all of the little incidental things that helped you on your way to that success. Remember all of the details – the feelings, the activities, the colors, the surroundings, the excitement, the path. Use all of your senses to make those positive memories come alive. Then use those memories to picture yourself successfully and make your goals a reality. See yourself already succeeding at your worthwhile venture. Clearly visualize the outcome, perfect in every detail. Be creative. It beats worrying...and it works!

Now, the final step as Trainers and Instructors is how to apply this concept. In some cases we can lead by example. Catch people “doing things right” to build confidence in your GWRRA family. Mentor and coach leaders to help people achieve gradually increasing successes as they target people for helping with projects or responsibilities in the chapter or district. Most of us can relate to the feeling of fear and success. We have also watched members of our GWRRA family blossom and grow as they try new things in a fun and supportive environment. Remember those memories and feelings as you work with others, and you’ll continue to make a difference!

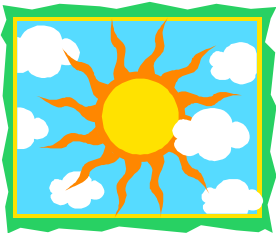
Amy Peterson  
Region E Trainer

## Hurricane Katrina Note

Our thoughts and prayers go out to all whose lives have been touched by this disaster. Thank you to those who have contributed in some way (and will continue to help where and how they can) in the months and years ahead.

*Whatever you  
dream or believe  
you can do,  
begin it.  
Boldness has  
genius, magic and  
power in it.”*

- Goethe



## By The Book -

*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.*



Be a part of the **TEAM**.

One of the essential keys to the success of GWRRA is -- **TEAMWORK**. Since GWRRA is so large, complex and diverse, no single person can accomplish it all. We must all focus our special skills and talents on a portion of the task at hand. This piece-by-piece, component-by-component approach requires a significant amount of dependency. Being a **TEAM** player allows us to take these pieces and mold them into an effective organization.

At the national level of GWRRA the **TEAM** is Rider Education, Leadership Training, Member Enhancement, Motorist Awareness and Media Communications division’s. The National Directors under the Chief Executive Officer guide the **TEAM**. They strive to increase the membership base by creating an atmosphere that provides fun, promotes safety, heightens knowledge, and by offering a full range of desirable services and benefits for the members.

At the chapter level the **TEAM** consists of the officers and members that work together for the success of the chapter. At this level the **TEAM** includes the officers: Chapter Director, Assistant Chapter Director(s), and Rider Education and other positions that are not officers but are also essential elements of the **TEAM**. The Chapter Director guides this **TEAM**.

The Chapter Director’s effectiveness is multiplied many times by the **TEAM** approach. The ability to manage large tasks is increased, and the chapter operation is streamlined and simplified. (Read Delegation). Further, the **TEAM** takes advantage of knowledge and expertise that may be available within the chapter. Everyone shares the vision; is on the same page; and communicates. The additional benefit of this approach is the chapter participants feel an integral part of the chapter. As **TEAM** members they are vested in the chapter, not just bystanders.

GWRRA in Region H has a rich history of **TEAM** effort. That team effort is continuing in today with new initiatives and enhancements being added (it seems like) every month.

We are all part of the GWRRA **TEAM** whether officer or participant. While GWRRA core values serve us well, it is applying these core values through a team effort that brings the biggest success. Working together, we will continue to ensure we remain the world’s greatest Gold Wing Association.

Harry Dollarhide  
Region H Trainer



Reminder:  
3rd Quarter Training Reports  
are due October 10th.

*If opportunity  
doesn’t knock,  
build a door.*

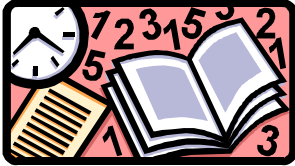
- Milton Berle

## Calendar of Training

Thank you to those of you sending in your upcoming training details! Please add amysescape@aol.com to your e-mail distribution lists so your events can be publicized here and sent to the International Office website. (We'd also like to continue to share your thoughts and articles with the rest of the LTD team!)

### September 2005

**9/29-9/30:** Microsoft Word and PowerPoint, Newsletter Editor, and Webmaster seminars at the Region H Rally in Marshall, TX. Contact Harry Dollarhide at hrdjss@swbell.net.



### October 2005

**10/06-10/07:** Showing & Judging Your Bike and Getting the Most For Your Membership seminars at the Region E Rally in Des Moines, IA. Contact Amy Peterson at 763-783-1851 or amysescape@aol.com.

**10/29-10/30:** Horizon Program in Beaumont, TX (Region H). Contact John Simonick at gwrratxtrainer@msn.com

### November 2005

**11/05-11/06:** Horizon Program in Des Moines, IA (Region E). Contact Amy Peterson at 763-783-1851 or amysescape@aol.com.

**11/05-11/06:** Horizon Program in Conroe, TX. Contact John Simonick at gwrratxtrainer@msn.com.

**11/13:** Horizon Program in Hamilton, OH (Region D). Contact Joe & Stormee Lupo at wolf52@fuse.net.

### March 2006

**3/24-3/26:** Fun Shop in Binghamton, NY (Region B). Contact Dottie & Ed Bahrenburg at wingin-it@stny.rr.com.

*Strive for excellence,  
not perfection.*

- H. Jackson Brown Jr.

## International LTD Staff Listing

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