

Wing Wisdom

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From the Director's Chair

My topic for this month is: "Communications - Are you part of the problem or part of the solution?" Now I know that isn't a very original topic, but given that we all realize that nearly all problems in GWRRA have their root in communications, it is always worth a bit of close scrutiny.

Be honest, how many of you have forwarded the previous issues of the LTD Newsletter to other folks in your region or district; remember, I said "be honest". I'm asking that question because in taking an un-official poll, we found an awful lot of "downstream" folks have not been getting a copy. But that is only the tip of the iceberg. When similar questions are asked about the information flow in the other divisions, the results are nearly the same. Its just that as "trainers," we have a responsibility to lead by example. We, all of us, stand in front of an audience and say things like, "learning to communicate is the most important skill a chapter (or district, or region) director can learn." And then we proceed to try to teach them. It just stands to reason then, that we must practice what we preach.

There is an axiom in the business world that says "information is power." Too many people interpret that as having information that no one else has is power. Unfortunately, what those folks don't understand is that information that is kept to oneself is of no value to anyone. It only results in trouble and problems. That kind of "lack of communication" has lead to the downfall of people, companies and even nations. Just pick up any history book and check it out. There are any number of examples. Only by sharing the information do we create power – not just for ourselves, but for the group of people we share it with. This in turn energizes everyone in the group, and that is where the power comes from.

The obvious question that we must each now ask is, "how can I help energize my team?" Well, for starters, go back over your correspondence for the last few months. Look at every e-mail, newsletter article and memo or letter that you have sent out. Were you clear in what you said? Did you share all of the information that you could have? (Yes, there are some things that are appropriately held close.) Did you invite questions or comments, or did you communicate "one way?" Again, be very honest while going through this exercise. Keep in mind that the only one you are answering to is you, so show yourself the respect you would show to others.

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From the Director's Chair *(continued)*

If you are anything like me, you are bound to find some bit of communication that you could have improved by sharing more info. If it is too late to correct that communication, so be it. Use that as a learning experience and don't make the same mistake next time. We all have the ability to improve and change must come from within. So be a better communicator and energize your team.

And now for another topic that is timely and very important. We are very close to finalizing a new process for obtaining Horizon Program Student Workbooks. Bo & I are very excited about this change because it gives each of you better control of the administrative process of setting up a Horizon Program. We are pleased to announce that through Don Brock's efforts, GWRRA now has a nationwide contract with Kinko's Office Supplies and Printing Company. Our folks in the business office in Phoenix were able to negotiate a very good rate for printing the student workbook in small quantities at any Kinko's store nationwide and have the bill sent to the home office. What this means to us in LTD is that, instead of waiting for workbooks to be shipped, the Trainer or Instructor leading the Horizon Program can go to their nearest Kinko's with the latest and most up-to-date version of the Student Workbook. That way they get the exact number they need (plus 1 or 2 extras to cover any last minute add-ons). No worrying about delays in the mail or outdated manuals. A revision to LTD Training Bulletin 01-01 is being forwarded through the Region Trainers to update you on this process.

Before you start jumping for joy, I must tell you in the interest of full disclosure, that there is a small catch. This honestly is the real deal. However, because it is brand new, not all Kinko's stores are yet aware of the contract and naturally there is a process that must be followed. We are working on both of the issues as quickly as possible. Once the "kinks" (pun intended) are worked out, we are sure this will prove to be a great improvement. Until then, we are asking for your patience and understanding. This whole thing was an unexpected windfall. We were working toward another bulk printing contract when this idea came up and Don and his team seized the opportunity. We currently have two regions working their way through the process as a beta trial. Needless to say, there will be bumps along the way, but Don and I will do everything we can to smooth them out. This is exciting stuff, and with your help and input, there will be more innovations in both LTD and GWRRA.

Let's all be part of the Solution, not the Problem!

Best Regards,

CJ & Bo Karcanes
International Directors - LTD



"Achievement is largely the product of steadily raising one's levels of aspiration and expectation."

- Jack Nicklaus

The Curriculum Corner

Hello out there in *Seminar Land*. You have all been very quiet since Wing Ding. I haven't received one single input since we passed out the 2005 Curriculum Update. Now I know you didn't think that would be the end of it, did you? Surely not!! I am still looking for more new seminars, folks, especially ones that appeal to the general membership.

John Simonick is still working on the MS Excel seminar for us but I haven't heard a thing about the FUNdraising or How To Pack Your Bike seminars. I would really appreciate it if the folks who wrote those two would contact me, and get me the Lesson Plans and visuals that go with those two seminars. They are a great fit for what we are trying to do, but we need the documentation so that we can share them with everyone in a consistent manner. I will finalize Public Speaking 101 and include it in the 05-1 Curriculum Update.

In the meantime, please (pretty please), if any of you have a seminar that you have created and used and you think you would like to share it, send me something about it and let's discuss formalizing it. The only subjects that I shy away from are those that are too closely related to Rider Ed. They have a fine team and we always try to respect each other's areas of expertise. Other than that, anything is fair game for a seminar. If we have an overlap with Member Enhancement, Steve Johnson and I have an agreement that we can write it and trial it and then hand it off to them. In that way, they can make use of our seminar creation skills. So, again, please "keep those cards and letters coming" - or at least an e-mail or two.

'Til next month, stay happy and keep training,

CJ Karcanes
Curriculum Coordinator

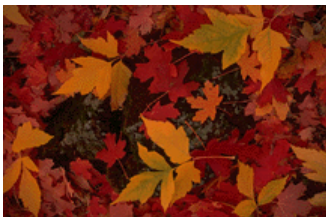
What's the Difference – Trainer vs. Educator?

In August 2005, Ken & I were appointed as the District Trainers for Tennessee. Since we both love learning, we were thrilled to become a part of the Leadership Training Division (LTD). However, in our first two months 'on duty' the most frequent question we answer is, "So, what's the difference between an Educator and a Trainer?" It is our hope that this article will both clarify and demystify the position of Trainer.

First, let me say we LOVE our Educators! One large difference between Educators and Trainers is that Educators are found at all levels (International, National, Region, District, AND Chapter) of GWRRA. They are appointed by the Operations Division and are officers on the chapter staff. An Educator's goal is to educate members through the Riders Education Program (REP), thereby increasing member **motorcycle riding skills** while reducing motorcycle accidents as well as reducing injuries and/or fatalities due to motorcycle accidents. Educators are the **'safety'** in GWRRA's motto, "Friends for fun, safety, and knowledge."
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*"The desire
of knowledge,
like the thirst
of riches,
increases ever
with the
acquisition
of it."*

- Laurence Sterne



What's the Difference *(continued)*

Trainers are **not** found at all levels of GWRRA (only at International, Region, and District). Trainers are not found on chapter staffs. They are appointed by the Operations Division but are not officers. A Trainer's goal is to educate members through the Leadership Training Programs, thereby increasing member **life skills** and **leadership skills**. This training will enhance a member's personal skills and abilities, creating greater personal satisfaction and a stronger base of volunteer leaders to better serve GWRRA members more efficiently. Trainers are the '**knowledge**' in GWRRA's motto, "Friends for fun, safety, and knowledge."

The Leadership Training Division is committed to helping GWRRA members be the best that they can be. **Leadership Training is for everyone!** The LTD curriculum reflects training that focuses on leadership skills while understanding that knowledge is an enabler of those skills. While some of the training deals specifically with skills needed in a GWRRA leadership position, other training deals with Life Skills that will enhance the member's life both within and outside of GWRRA.

So, what's in Leadership Training for you? **A better YOU!** That's right, a better you. Learning is a lifelong process. Learning is a journey, not a destination. No one ever knows everything (though please don't tell my husband that!). Learning is fun! Learning keeps our minds active and engaged! Learning keeps us youthful! So, let's get learning!

There are several quality Leadership Training programs designed just for you. They include Member Orientation Program, Life Skills Program, Knowledge Enhancement Program, Intermediate Leadership Skills Program, Advanced Leadership Skills Program, Horizon Program, and a Certified Instructors Course. We understand that not every program is for every person. However, we do believe that '**there is something for everyone**' within the various programs. Classes are available at rallies, one or two day workshops, and can be made available in your area, for your chapter, just by asking! Remember, as Trainers, we are here to serve you, the member, and to meet your needs. Upon completion of any eight seminars within each program you will receive the appropriate LTD hanger bar.

We hope this article has clearly defined the difference between Educators and Trainers. We also hope that you will take advantage of the various Leadership Training opportunities available to improve your personal skills and abilities. We look forward to seeing you on 'the learning road!'

Julie (& Ken) Zahn
Tennessee District Trainers

[Editor's note: Julie's original article included a curriculum chart showing the seminars/courses in each program. It is not included in this newsletter to conserve space.]



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

- Aristotle

Training Perceptions

When I hear the word “training” my first reaction is not necessarily positive. I guess that is because I have had training experiences in the past that were not enjoyable. Most training sessions in the business world are not intended to be enjoyable. They are impersonal sessions that are held strictly for imparting knowledge and/or skills. Some even have an aura of pressure. You may be expected by someone (your boss, the instructor, yourself, etc.) to take a test or somehow show competence in what you learned.

I do reflect on a few instances of training that I actually enjoyed and learned something. The best ones were those in which my participation was more than just sitting there. When it was over, I would describe the training as “I had a lot of fun *and* I learned something.”

When I think about the training that is associated with GWRRA’s Leadership Training Division, I have only positive thoughts. This is because Bonnie and I work to make it both fun and educational. I took for granted that the membership would also look at GWRRA “training” in a similar light. But now I question what does the average GWRRA member think when the term “training” is mentioned?

Could it be:

- Workforce labor needs to be trained, and this isn’t work!
- I have been through school for (x) years, I had all the training I need
- I have to undergo training sessions at work. I don’t want to spend time in training for a hobby!
- Training – it is so impersonal and is no fun (GWRRA is supposed to be about Friends for Fun...)!
- What value can I get from free training? If it was worth anything, they would charge for it!

I am not one to criticize what people think, although I am more than willing to reciprocate with my opinions. In this case, it is almost a responsibility of mine (as ½ of the District Trainer team) to convince the membership that the training offered through LTD is valuable, and will make a difference in their participation and enjoyment of GWRRA, as well as in “the real world.” In any article Bonnie and I have authored, and in anything we have said about training, we are only conveying our thoughts and beliefs. This simply won’t change a lot of opinions as to the value (and necessity) of training. The only effectiveness we have achieved towards convincing the membership that the training is in fact fun, educational and worthwhile, is from word of mouth by those that we shared time with in these seminars and programs. (Note that I say “shared time with” rather than refer to these people as students. This is because I learn as well in these seminars, so we are all both teachers and students.) So getting back to the concept of “word of mouth”, this has been the most effective way of getting others to consider taking seminars or participating in programs such as the Horizon Program.

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“Leaders are developed by challenges.”

- James E. Burke



Training Perceptions *(continued)*

I would like to offer a heart felt thanks to the many people that have helped Bonnie and me achieve the participation and interest levels that we currently enjoy. Your real life experience stories have been much more convincing than my opinion. Thanks for your efforts, and continue spreading the word!

John (and Bonnie) Simonick
Texas District Trainers



Wisdom for the Month

Two Wolves

One evening an old Cherokee told his grandson about a debate that goes on inside people. He said, "My son, the battle is between 2 "wolves" inside us all.

One is Evil. It is anger, envy, jealousy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego.

One is Good. It is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion and faith."

The grandson thought about it for a minute and then asked his grandfather, "Which wolf wins?"

The old Cherokee simply replied, "The one you feed."

- *Author unknown*

*"If you are
never scared,
embarrassed,
or hurt,
it means
you never
take chances."*

- *Julia Soul*

Achievement & Results

The starting point of all achievements is desire. Keep this constantly in mind. Weak desire brings weak results, just as a small amount of fire makes a small amount of heat.

- *Napoleon Hill*

Take 5

One of the discussion topics at Wing Ding 2005 was the 5 minutes of LTD information that could be shared at the chapter level. The idea was to provide a short amount of information to help members understand what LTD has to offer and continue sparking interest in LTD programs. The following article was the first to kick-off this new venture in Region E.

GWRRR Leadership Training Division (LTD) Programs were designed to provide high quality operations and self-improvement training opportunities for officers, their spouses, and any interested members throughout the organization. Leadership Training is a valuable benefit to all members whether they are interested in realizing their full potential or improving their experiences in GWRRR. It is also a key “knowledge” element of this association’s motto “Friends for Fun, Safety and Knowledge.”

Since Leadership Training is the only division that does not have staff members appointed at the chapter level, we have asked District Trainers and District Directors to share these monthly “articles” with all of the chapters in their area. In turn, chapters can utilize volunteers in the chapter to present the information to participants in the same way that Rider Education and other divisions share information on a regular basis. There will be a variety of information and activities in the months to come. Don’t worry, the intention is to keep these topics brief! Our hope is that Assistant Chapter Directors and other members in the chapter will get involved. Perhaps there is a nurse, doctor or counselor that may be able to add a personal touch to various stress management, problem solving and managing change topics. Maybe you have a salesperson, pastor or teacher that can help with topics like goal setting, public speaking and communications.

Let’s take a moment to discuss the rest of the divisions in GWRRR and some of their key focus areas. As with any team, there is sometimes overlap between the divisions in GWRRR as they work together to create events and experiences for the members. How many divisions are there? [The answer is 5!] We’ve talked about Leadership Training already. The other four divisions are:

- Operations – The “Ops” division coordinates activities at the various levels within the organization and is involved in the appointment of their staff. It is comprised of Directors and Assistant Directors.
- Member Enhancement – Public relations, recruiting and retention of members, as well as the Couple of the Year (COY) program are part of this division. Positions related to this division may include Member Enhancement Division (MED) Coordinator, Recruiter and Public Relations Coordinator.
- Motorist Awareness – The newest division of the 5, the focus of Motorist Awareness Division (MAD) Coordinators to help increase public awareness of motorcycles to the general public.
- Rider Education – The Educators share information intended to help members stay safe on and off the motorcycle. They often help arrange Medic First Aid (MFA) courses for those members participating in the Rider Ed programs, as well as encourage (and often coordinate) on-bike training such as an Experienced Rider Courses (ERC).

Thanks for your help in passing this information along. Have fun with it, and try something new!

Amy Peterson
Region E Trainer

“Getting an idea should be like sitting down on a pin; it should make you jump up and do something.”

- E.L. Simpson



Training Calendar

It's exciting to see the training schedules coming together. Please continue to e-mail details to amysescape@aol.com, as this list is forwarded to the GWRRA website.

November 2005

11/13-11/14: Horizon Program in Hamilton, OH (Region D). Contact Joe & Stormee Lupo at wolf52@fuse.net.

11/19-20: Horizon Program in Morrilton, AK. (Region H). Contact Mel McKey at 501-796-0130 or melmckey@yahoo.com.

December 2005

12/3: Certified Instructor Course in Sevierville, TN (Region N). Contact Ken & Julie Zahn at 865-774-7740 or ken.zahn@smokymtnit.com.

12/10: Certified Instructor course in Clear Lake, IA (Region E). Contact Amy Peterson at 763-783-1851 or amysescape@aol.com.

February 2006

2/4-2/5: Member Orientation modules to be presented at the Winter Warm-Up in Bloomington, IL (Region E). Contact George Wanamaker at 309-221-2744 or george@macomb.com.

March 2006

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

April 2006

4/1-4/2: Horizon Program in Bedford, PA (Region B). Contact John & Bonnie McClun at 717-733-1870 or jmclun@dejazzd.com.

June 2006

6/10-6/11: Advanced Leadership Skills Program in Pontiac, IL (Region E). Contact George Wanamaker at 309-221-2744 or george@macomb.com.



"The success of our efforts depends not so much on the efforts themselves, but rather on our motive for doing them."

- Denis Waitley

International LTD Staff Listing

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