

Wing Wisdom

From the Director's Chair

What is our Mission? What is our Role? Why are we a Division of GWRRA?

Those are all valid and thought provoking questions that I'll bet a lot of us have not spent enough time with. The messages that I have received over the past few months have made me seriously consider those questions lately. I have shared most of those messages with you. You have all read your copies of *Wing World*, so I'm sure you are familiar with the messages that Don Brock has written to the membership, as well as the article in the November issue giving everyone an insight into the National Staff review of the Rider Ed levels program.

All of these messages taken together paint a pretty clear picture of where we should be going as an association and as the Training Division of that association, but are we really traveling together? From my perspective, I see some regions making great strides toward fulfilling our mission and role, but some seem to be unsure of what those things are or what they must do to support them. Perhaps I am at fault because I haven't taken any time in this newsletter to talk about them, so I'd like to take that time right now.

Let's go back to the beginning, metaphorically speaking, and look at the Vision as expressed by the founders of LTD. The following is an excerpt from the Trainers Handbook:

A SERVICE TO THE OFFICER - A BENEFIT FOR THE MEMBERS

At the time GWRRA moved forward into the area of more formalized training, a vision for the program was developed. This vision had as an end goal the development of a comprehensive high quality leadership training program that would both be a service to the Officers and a two-fold benefit for the members by providing them with opportunities for personal growth and a more enjoyable experience made possible by well trained leaders.

This Vision is what lead to the Mission Statement (as revised by LTB95-01):

MISSION STATEMENT

The GWRRA Leadership Training Division exists to provide high quality operations and self-improvement training opportunities for GWRRA Officers, their spouses, and interested members throughout the organization. The GWRRA Training Program is designed to help leaders and members realize their full potential both personally and as a part of the Association, and provide the best experience possible for the Members.

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From the Director's Chair *(continued)*

This led in 1996 to the statement of a Core Value that specifically addressed training being included in the "GWRRA Core Values".

TRAINING - Well trained officers and staff will provide improved Member services and create increased position satisfaction.

Today, the Role of LTD as stated on our Web page reads:

The Leadership Training Division is responsible for the "Knowledge" part of the GWRRA motto, "Friends for FUN, SAFETY and KNOWLEDGE."

But what do all these fine, high-sounding words mean to you and me? Well, that's the real \$64,000 question, and I'd like to take a crack at answering it. I believe our role, or mission, or reason for being is three fold. First, we are here to help every one of our members, officers and general members alike, maximize their fun. Second, we are charged with finding ways to support and assist the other divisions of GWRRA. And third, we are here to have fun ourselves.

Now let's take a look at those three things together rather than separately. They are inextricably linked. Think about it; since we don't get paid for doing what we do in LTD, we must be doing it because we enjoy it. I know that I certainly do, and I sure hope that each one of you does too. When any one of us finds a glitch in the system or can improve a form or process (like we did several years ago with the addition of the seminar "Chapter Finances & the IRS), we ease the workload of our officers so that they can have more fun. When our Instructors deliver exciting well-developed seminars at Rallies, Fun Shops, or Saturday Seminar Round-ups, everyone has fun. When we help one of the other divisions as we have been doing for the past two years with the development of Seminar Presenters for Rider Ed, more members enjoy Rider Ed seminars. All of these activities give us additional opportunities to do what we enjoy doing (teaching), so we have more fun.

Have you fulfilled your role within your organization this past year? Did you search for something that needed improvement and then fixed it? Did you help your Director find a new candidate for an officer position? Did you "jazz up" a seminar presentation and make sure that all of the attendees "got their money's worth?" Do you think that you enhanced the lines of communication within your District or Region? Did you respond positively and happily to any requests for your help or for information and guidance?

If you've got more No's than Yes's, don't be discouraged because you are being given another chance. In just a few short weeks, we'll be ringing in a new year. With it comes a new set of opportunities and challenges. If you really like the position you are in, why not have more fun by getting more Yes's on your scorecard next year. Make yourself a promise to schedule a series of seminars or re-write a seminar to make it more "fun-packed." In the mean time, from our home to yours, please have a happy and safe Holiday Season.

Keep Healthy and Keep Training,

CJ & Bo Karcanes
International Directors - LTD



"An idea can turn into dust or magic, depending on the talent that rubs against it."

- William Bernbach

The Curriculum Corner

Hello everybody, we hope ya'll (excuse me, that's All Ya'll, because its plural) had a wonderful Thanksgiving. Now that one holiday is over and before you start preparing for the "big-one," let me ask all of you to please take some time to think about next year's Wing Ding.

As your Curriculum Coordinator, I am looking for two things. I will again need some volunteers to deliver seminars at Wing Ding and I would also like to add two or three new seminars to our schedule. But not just any new seminar, I am looking for a couple of really upbeat, exciting and FUN seminars expressly geared toward the general member. Now I'm sure that there are several Instructors out there in *Seminarland* who have written, or at least have thought about writing a seminar on a popular topic. Well, here's your invitation, even if it isn't gold plated.

All seminars submitted will be accepted for review and processed into the LTD Curriculum. Any and all changes will be coordinated with and approved by the author. Now for the fun part... I'll come up with some sort of a prize for the three best seminars submitted by February 1, 2006.

There are no other rules, folks. They just have to be submitted by February 1st, be "general member" focused, and they have to be FUN. So come on, put on your thinking caps and have some fun of your own. Write a seminar and win a prize.

For those of you who will be coming to Nashville and want to try your hand at delivering a seminar or two, please drop me an e-mail and let me know which day you would like to present it. I will schedule things the same way I did last year; that is I'll try to only book each Instructor for one day (maximum of two seminars). Oh, and while I'm talking about scheduling, here is a plea to all of you Region Trainers. The LTD Booth needs to be manned Monday through Thursday. That means eight half-day slots will be assigned. Get your requests in early so you can have the half-day of your choice. Please give me a first and second choice to make things easier this year. As in previous years, you may ask any Instructors as well as District Trainers to help out by manning the booth for either one hour or two.

Thank you in advance for your help and support.

CJ Karcanes
Curriculum Coordinator
karcanes@surry.net



Quarterly Reports Due – January 10th

The Quarterly Report covering LTD activities between October 1, 2005 and December 31, 2005 is due to CJ Karcanes by January 10, 2006. Reference the *Trainer's Handbook* on page 45, or last month's e-mail with the electronic version, for more details.

"We call it fluid leadership. People figure out what they're good at, and that shapes what their roles are. There's not just one leader. Different people lead during different parts of the process."

- Al West

Take 5 – SMART Goal Setting

The “Take 5” articles are intended to provide information that can be presented by chapter members at monthly meetings/socials/get-togethers to help promote the Leadership Training Division and its programs. The hope is that chapters will find members to help present the information to make it a FUN and interesting new experience.

Many people are starting to set goals for 2006. For some, these goals may soon be in the form of New Year’s resolutions. If you were to focus on one thing you’d like to change, what would it be? Take a pen and paper and write it down. That’s the first step to increase your chance of success!

One of the many topics that the Leadership Training Division (LTD) curriculum touches on is goal setting. Setting “SMART” goals will further increase your success. Let’s take a closer look:

- *S = Specific:* What are you going to do? Why is this important to you at this time? How are you going to do it? [Express your goals positively - 'Execute this technique well' is a much better goal than 'Don't make this stupid mistake.']
- *M = Measurable:* Include dates, times and amounts so that you can measure your achievement. If you do this, you will know exactly when you have achieved the goal, and can take complete satisfaction from having achieved it.
- *A = Attainable:* It is important to set goals that you can achieve. You should set goals so that they are slightly out of your immediate grasp, but not so far that there is no hope of achieving them.
- *R = Realistic:* Break large goals into smaller “step” goals. If a goal is too large, then it can seem that you are not making progress towards it. Keeping goals small and incremental gives more opportunities for reward.
- *T = Timely:* Putting an end point on your goal gives you a clear target to work toward. Without a time limit, there’s no urgency to start taking action now.

Amy Peterson
Region E Trainer

Short Topics for Leadership: Persuasion

Have you ever had a good idea, and had to persuade another to accept or support your idea? In trying to persuade, you list the logic of the idea, the benefits, implementation strategy, and even examples of others that have implemented this idea successfully. After all this effort, the other person still does not show much interest in your idea. The answer is actually very simple, and can be summarized in the words of Benjamin Franklin. “You do not persuade by logic, but rather by interest.” Another way of stating this is that if the person has no interest in what you are trying to “sell” them, all the logic, examples, or benefits in the world will not have any impact.

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*“It’s a funny thing
about life;
if you refuse to
accept anything
but the best,
you very often
get it.”*

*- W. Somerset
Mughan*

Teamwork

Here in GWRRA we have volunteers step up to take the lead on our many tasks. These volunteers are fine people that put forth great effort to create the atmosphere necessary to the type of success we enjoy in GWRRA. But there is another important element that many people forget about that ties everything together and produces success. That element is TEAMWORK.

To succeed today in any endeavor that involves more than one person it requires TEAMWORK. Here's how the dictionary defines TEAMWORK:

1. Cooperative effort on the part of a group of persons acting together as a team or in the interests of a common cause.
2. Work done with a team.

Let's look at the Regions first. We have a Region Director who is a GWRRA member the same as the rest of us. The big difference is that he has stepped up and accepted the challenge on our (members') behalf. He is willing to do this job because someone must take this position in order that organization can function. The District Director is the same, as is the Chapter Director.

Unless you've been in one of these positions you cannot imagine how important TEAMWORK becomes. If you have ever tried to accomplish something with a few people, and they aren't working together, you can then understand how hard it is for these officers of ours when they must try to work with the many numbers of people they are required to deal with.

Let me give you an example. Let's say that the Region, District or Chapter decides to run a ticket raffle to raise funds because they want to do something special for you the members. They ask the members to help to sell these tickets. If all the members take some tickets and sell them, the task is very easily accomplished. That's excellent TEAMWORK. The job gets done quickly and thoroughly with little effort on any one person's part, and everyone benefits. No needless strain is put on the officers or anyone else. If only half the people help sell the tickets, that puts more work on the people selling the tickets because they have to sell twice as many to get the job done. At the same time, the good deed that the ticket money will support will be done for all the members that are involved, including the ones that didn't help sell the tickets. This last example is POOR TEAMWORK and puts undo pressure on the people involved. I used the ticket sales example because I believe that everyone has been involved in ticket sales some time or another, even if it wasn't in GWRRA, and you can relate to what I am trying to point out.

Remember, any time these officers take on a challenge on your behalf, get behind them and support them with the WHOLE TEAM. Then see how easy your forward progress becomes and also how strong the organization becomes. You never know, maybe some time in the future you may be one of those officers, and you'll be looking for TEAMWORK from the members. TEAMWORK is a winner.

Mort & Ruth Smith
International PR Newsletter Editors
N.E., Northeast Region, PA District PR Coordinators

*"A friend is a present
you give yourself."*

*- Robert Louis
Stevenson*



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. Please feel free to reprint these articles in Region, District and Chapter newsletters.



LEADERSHIP

As a form of introduction, allow us to share a submission from a GWRRA chapter (author unknown). It is indicative of the, deservedly, strong feelings that the general Membership has of their association: GWRRA is based upon moral principles. Individual Members are the channels through which these moral principles are expressed. Our world has an urgent need for those who will stand on basic principles and be an influence for good. Leaders should consider how much they influence the thoughts, opinions and actions of others. Remember, one can influence another not only by what is said and done, but also by what is not said or done.

"WHAT ARE THE QUALITIES OF AN OFFICER AS A LEADER?"

- A leader is **ENTHUSIASTIC**. He lets his light shine brightly and is so full of the spirit of dynamism that all within this sphere of influence feels the energy. Enthusiasm is infectious. An enthusiastic leader has charisma that will cause others to want to associate with him and follow him. He is interesting and interested.
- One can always get a point across if sprinkled with **HUMOR**. A point to be stressed will be remembered because of humor.
- A leader is **COOPERATIVE**. He is not aloof or standoffish. He is always willing to pitch in and help. A leader will roll up his sleeves and work beside the Members and will strive for their respect. He proves that cooperation involves everyone working together in harmony.
- A leader is **PATIENT**. A leader is sensitive to needs that are important to others and handles situations that may arise with composure. Tolerant, never dictatorial, a leader finds a way to bring opponents full circle and back on the path of the goal.
- A leader is **INNOVATIVE**. He develops different, original and effective methods to accomplish goals. He is creative.
- A leader is **TRUSTWORTHY**. Members will not entrust their welfare to a leader whom they do not trust.
- A leader is **APPRECIATIVE**. Members volunteer their labor and ideas as evidence of their love for GWRRA. The Chapter Director must not fail to express appreciation to the Members. With appreciation, Members work harder. Recognition from a leader will inspire the Member to excel in his assignment-Recognition will cause a feeling of a job well done that makes a Member ready to accept other assignments.
- A leader is **HONEST AND SINCERE**. To gain the esteem and confidence of Members, both in and outside the chapter, a leader must be sincere and honest with himself and others. Sincerity is a quality that cannot be disguised. Falsity is a thin veil that can easily be seen through. Honesty is a virtue that leaders must practice and hold in thought continually.

*"Two roads diverged
in a wood, and I –
I took the one less
traveled by, and
that has made all
the difference."*

- Robert Frost

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By The Book *(continued)*

- A leader is **GENEROUS**. Members might readily contribute money, but a leader is one who gives generously of the one thing he is always short of - time. Members also need to give of their time so the chapter will flourish and extend its influence for good. The giver receives back full measure and more.

How to express these leadership qualities is your responsibility. Some may even think it too awesome, but the world needs officers in leadership roles demonstrating the qualities of good leaders. A selfish individual cannot fill the role of a leader. Self gets in their way. It takes real caring to be unselfish—to think of the welfare of others. It is expected that all officers will dedicate themselves to the role of leadership by expressing the true qualities of a leader as herein set forth. Subordinates will follow such leaders and all of the Gold Wing Road Riders association will be enriched.

There you have it — understand and think about it...constantly.

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 for 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.

David Barham
Region H Trainer

Short Topics for Leadership: Persuasion *(continued)*

The key is to understand what the interests are of this individual, and to find a link between his/her interests and your idea. For example, if a person is interested in safety, how will your idea positively impact safety? Telling him/her how much *fun* the idea will be will not have a favorable effect. If an individual is interested in their personal legacy, convey your idea in a way that will relate to how s/he will be associated with the idea and remembered. Understand the interests of your audience, and relate your ideas to their interest. Persuasion under these conditions is accomplished much more easily.

John & Bonnie Simonick
Texas Assistant District Directors and District Trainers

"We all need something to believe in, something for which we can have whole-hearted enthusiasm. We need to feel that our life has meaning, that we are needed in this world."

- Hannah Senesh



Training Calendar

Please continue to e-mail details of upcoming training events to amysescape@aol.com, as this list is forwarded to the GWRRA website.

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

1/21-1/22: Horizon Program in Springfield, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.

2/3-2/4: Member Orientation modules to be presented at the Winter Warm-Up in Bloomington, IL (Region E). Contact George and Ketra Wanamaker at 309-221-2744 or george@macomb.com.

3/18-3/19: Horizon Program in St. Louis, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.

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

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

4/8-4/9: Horizon Program and Intermediate Leadership Skills Programs in Bloomington, IL (Region E). Contact George and Ketra Wanamaker at 309-221-2744.

6/9-6/10: Advanced Leadership Skills and Life Skills Programs in Pontiac, IL (Region E). Contact George Wanamaker at 309-221-2744 or george@macomb.com.

10/21: Knowledge Enhancement Program in Springfield, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.

11/11: Knowledge Enhancement Program in St. Louis, MO (Region E). Contact Tom and Beverly Richardson at 314-606-4498 or hawk252@centurytel.net.

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*From our families
to yours...*

*Happy Holidays
from the
Leadership
Training Division!*

