

WING WISDOM

**GOLD WING ROAD RIDERS ASSOCIATION
LEADERSHIP TRAINING DIVISION**

From the Director's Chair

By CJ & Bo Karcanes, Leadership Training Division Directors

Our LTD Team of Trainers has grown again. This past weekend at the Pennsylvania Rally I met with the new Region Trainer, Patty Hoffman and the two candidates she had for District Trainer positions in Maryland and Massachusetts. Since the Trainers from Pennsylvania and New Jersey were there, they joined us for an impromptu staff meeting. That region only had 3 Trainers in place before we met, so adding two new ones nearly doubled their team's size. And they are not done yet, not by a long shot! Patty is working on candidates in two more districts.

Why am I bringing all this up? Because we still have some more "recruiting" left to be done in some other regions, and Region B can and should be a good example of what can happen when Operations and Leadership Training volunteers put their heads together to tackle this staffing problem. Both of the District Directors and the new Region Director worked very closely with Patty to identify and screen these prospective candidates. They both have a wealth of training in their background and have already hit the ground running. Harvey Schirmmacher from Massachusetts was talking about scheduling his first cluster training sessions during the Staff Meeting immediately following his interview and appointment. Sydney Spundt from Maryland has already started looking for more instructors. But the most important idea to come out of the meeting was the buy-in from the Operations folks to share Trainers from one state to a neighboring state that doesn't have one. This was proposed by Mike Mandel from New Jersey and was looked on quite favorably by Lorraine Knight, the New Region B Director.

That is the kind of cooperation and teamwork that will make any region stronger. I commend the folks of Region B for their new efforts, and I hope their spirit becomes contagious. Actually, it already has. Mike Briggs, Region I Trainer agreed at Wing Ding to reach across the border and help the new Region J Trainer get some training sessions put together up there. So don't hold back or let a line on a map keep you from offering some help to your neighbor. We have several "geographically small" districts as well as some large ones that only have a very few chapters. These are perfect candidates for load sharing. Let's be innovative and creative in this, just like we are with our curriculum.

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From the Director's Chair *(continued)*

I am reading (and really digesting) a book by John C. Maxwell called *The 21 Indispensable Qualities of a Leader*. I say “really digesting” because, in the introduction, the reader is admonished to take a few weeks on each chapter and get thoroughly familiar with each “quality.” In fact, the author suggests trying to integrate some of them into one’s own life and style.



I'd like to share Quality #1 with you this month. It is:

Character - Be a piece of the Rock.

There are four things every person must know about character.

1. Character is more than talk: Anyone can say they have integrity, but action is the real indicator.
2. Talent is a gift, but character is a choice: We have no control over a lot of things in life. But we create our character every time we make choices.
3. Character brings lasting success with people: True leadership always involves other people. Followers do not trust leaders whose character they know to be flawed. They will not continue to follow.
4. Leaders cannot rise above the limitations of their character: In *The Success Syndrome*, Steven Berglas says, “People who achieve great heights, but lack the bedrock character to sustain them through the stress, are headed for disaster.”

To improve your character, do the following:

1. Search for the cracks: Look at the major areas of your life and identify where you might have cut corners, compromised, or let others down.
2. Look for patterns: Detectable patterns will help you diagnose character issues.
3. Face the music: The beginning of character repair comes when you face your flaws, apologize, and deal with the consequences of your actions.
4. Rebuild: Now that you've identified any areas of weakness, create a plan that will prevent you from making the same mistakes again.

I will share more of this fine book as the months go on. After I am finished with the entire book, we may have a new seminar or two for the Advanced Leadership Skills program. Stay tuned for more great stuff on the subject of Leadership.

Take Care, Be Happy and Keep Training!

The Curriculum Corner

By Dave and Sharon Aikens, Curriculum Coordinators

It's time to give you all a brief report on our progress in updating LTD training seminars. Since I passed out the Curriculum CD at Wing Ding, I have found several changes that need to be made in the slides, the lesson plans and the handouts. These changes will be included in the next CD update, hopefully around the first of the year.

The updates that Sharon and I are currently working on are in the Instructor Development and Certification Program. I thought I had that one cleaned up; however, during my most recent presentation of this program we found that the workbooks don't follow the slide presentations. Once the Instructor Development and Certification Program is finished, we'll begin re-working the Intermediate Leadership Skills Program. I have already made a couple of changes in that one, but there's more to do.

Obviously, these training seminars are alive, and continue to grow and to evolve. I don't think there will ever be a point when we can say, "Okay, it's all done and the job is finished!"

One thing that we require is input from you, the trainers and instructors out there. Whenever you see errors or things that could/should be updated, please let us know. This will help ensure that the programs you are using are as complete and as up to date as possible.

That's about all for this edition. When we're ready for another curriculum update release you'll read about it right here.

Training Calendar

Help! Believe it or not, we are out of events for our training calendar.

As you set up seminars and programs for the fall and winter, please forward the information to Amy Peterson at amysescape@aol.com. The calendar in this newsletter is uploaded to the website, so let's work together to share the opportunities in your area!

*"Great discoveries
and improvements
invariably involve
the cooperation
of many minds."*

*~ Alexander
Graham Bell*



Brainstorming and Beyond!

By Amy Peterson, Newsletter Editor

My guess is that everyone reading this newsletter has participated in brainstorming activities at some point in their life. While brainstorming is the most widely used idea generation technique, there are many variations that have developed over the years. “Originality is simply a fresh pair of eyes,” according to Woodrow Wilson. Our objective as leaders is to share and encourage various creative techniques to help members restore their “fresh eyes” and gain additional perspective.

Author W.C. Miller outlined the follow brainstorming steps in *The Creative Edge*:

- A. Pick a problem or opportunity where each person has the knowledge/motivation to contribute.
- B. Define the problem in neutral terms rather than a pre-selected solution.
- C. Record the ideas on a flip chart or large pieces of paper where everyone can see them.
- D. Suspend evaluation or judgment until all ideas have been given.
- E. Stretch for ideas.
- F. When you think you have all the ideas, go for another round.
- G. Aim for quantity to help find quality.
- H. Accept all ideas, even wild ones.
- I. Encourage embellishment and building on ideas.



It may surprise you to learn that a number of psychology experiments have shown that individuals, working alone, tend to produce a greater number of ideas than the same individuals produce through brainstorming in small face-to-face groups. The principal reasons are as follows:

1. Fear of social disapproval when expressing true feelings.
2. The effects of authority hierarchy (hesitancy to expose your ideas in front of a boss or superior).
3. Domination of the session by one or two very vocal persons.

So how do we obtain the best results? Brainstorming can still be effective when there is strong reinforcement of the rule of separating evaluation from idea generation. According to P. Evans and G. Deeham in *The Keys to Creativity*, Thomas Bouchard found that a group’s effectiveness depends heavily on the way it is allowed to operate. In a series of experiments at the University of Minnesota, Bouchard tested the performance of groups where each member had to participate sequentially or say “pass” if he/she had nothing to contribute that round. These structured groups generated 87.5% more ideas than the unsequenced groups using normal brainstorming procedures.

***“Many ideas
grow better
when transplanted
into another mind
than the one
where they
sprang up.”***

***~ Oliver Wendell
Holmes***

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Brainstorming and Beyond! *(Continued)*

An approach suggested by J. Daniel Couger in *Creative Problem Solving and Opportunity Finding* is called “brainwriting.” This technique involves individuals writing down their ideas and submitting them to the facilitator anonymously. The ideas are then shared with the group and recorded in random order.

On the other hand, it has been proven that public idea sharing stimulates additional ideas. The “nominal group technique” (NGT), developed by Andre Delbecq Van de Ven and D.H. Gustafson, seems to utilize the positive features of both brainstorming and brainwriting. The steps in this approach are:

1. Silent generation of ideas in writing.
2. Round-robin recording of ideas.
3. Group discussion for clarification as needed.
4. Subsequent rounds of silent generation of ideas in writing.

While the length of more involved brainstorming sessions is disputed, some experts suggest periodic breaks or sessions held on successive days until the ideas are exhausted. Not only do participants’ minds stay fresh, there has been an incubation period which allows help from the subconscious mind. In the case of chapter planning, perhaps a couple committee meetings may achieve a similar result in generating ideas with the right direction and involvement.

Ideas can be fragile, and few ideas are mature when first suggested. They are seeds that need to be nourished in order to reach their full potential. The expression “half baked idea” is often used a criticism, when it should be considered a natural step in the progression to produce a “fully baked idea.” If people know that their ideas will be greeted with a positive attitude, they will be more inclined to share their ideas and get involved. This is the spirit GWRRA needs to stay healthy and growing!

So the next time you are looking to get the ideas flowing, perhaps one or a combination of these creative techniques will be of help. If you are working with a group, the objective is to make sure everyone has an equal voice and keeps an open mind. Good luck!

“Nothing is more dangerous than an idea when it is the only one you have.”

~ Emile Chartier



“Reason can answer questions, but imagination has to ask them!”

~ Ralph W. Gerard

Respect

By Patty Hoffman, Region B Trainer

A change in leadership will soon be upon us. We have already begun to see the changes at the International and Regional level. Soon it will be time for new District and Assistant District Directors and new Chapter and Assistant Chapter Directors to come on board. We all have to remember that we are here to promote the mission and goals of our great organization.

With this in mind, we all need to remember that it only takes a minute to be courteous and respectful to those new members joining our organization, the officers that will be stepping down and the new officers and their staff that will soon be assuming their "volunteer" duties. It is now time to put aside any petty jealousies, so that the me and I become we and us. Each of us are volunteers in this organization, and each of us has the right to be involved in all activities.

I believe that respect is a wonderful thing to show to all of those around us, not just our officers and their staff, but everyone that we come in contact with. Therefore, I will finish this article with what I believe RESPECT entails:

- R - Represents reporting, recruiting and retaining our members
- E - Is for the excitement and fun that we have at our monthly gatherings and Chapter activities
- S - Is the smile that we show when we greet old and new friends
- P - Represents the politeness that we use toward our "volunteer" leaders and fellow membership
- E - Is for the excitement and fun that we have with our fellow members
- C - Represents the caring attitude that we show toward one another
- T - Is for telling anyone who will listen how great GWRRA is

3rd Quarter Reports Due in October

Region Trainers: Third quarter training reports are due to CJ Karcanes at karcanes@surry.net by October 10th.

District Trainers: Please forward your training activities for July 2007 - September 2007 to your Region Trainer by October 5th so they can compile the details in a timely manner.

Contact your Region Trainer (or Amy Peterson at amysescape@aol.com) if you would like an electronic form of this report e-mailed to you.



*"Just remember:
people tend to
resist that which
is forced
upon them.
People tend to
support that which
they help
to create."*

~ Vince Pfaff



By The Book — Standards of Conduct

By Dale Wingrove, Region H Trainer

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 (OGB). Any quotes or references to topics contained in our OGB should not be taken “out of context.” A copy of the Officers Guidebook can be found at www.gwrro.org and click on the Info Exchange tab then click on Officers Guidebook.

We all hold the officers of GWRRA to a higher standard than that of a Member. The page from the OGB (below) is the standard of conduct that your officers have agreed to. This set of Standards can be found on page B-2 of the OGB.

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, good will 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.

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By The Book *(Continued)*

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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