

WING WISDOM

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

Managing Change

By David & Kathy Orr, Leadership Training Division Directors

As 2008 draws to a close we all are preparing for change. Many Regions, Districts and Chapters have new leaders and we all need to be ready for the changes that are inevitable this time of year. With many new faces in new positions on the Region, District and Chapter levels, we need to be aware that help with the transition is needed. With that in mind, this month's article deals with leadership responsibility and change. Remember that as Leadership Trainers, we are all leaders.

If you are stepping down from a leadership position, don't think your responsibilities ended with someone else stepping into the job. All of you that have knowledge and experiences that are invaluable to the new person in your old shoes. Make sure the new individual knows you are available to help with any issues they may have. Remember, however, they have the responsibility now and your role is going forward is as an advisor. If they choose to not ask or follow your advice, do not become discouraged. If you have been a good leader, the rest of the members you led before will know you have made the effort. Do not run down or undermine the new leader because they do not do things as you think they should. Sometimes a different approach or new idea will work as well as what you did before, so be supportive. A previous leader who has the attitude of service, especially to the members, is greatly appreciated by all. You are still an example and others still look to you as a leader even if you do not wear the patches, so play the part.

Whether you are a new leader or an experienced leader moving into a new position, you should take advantage of every resource made available to you. In the Leadership Training Division, we have tools and knowledge that can make the job work very well. From choosing a staff to knowing the responsibilities of the position, we have the tools needed to ensure success.

(Continued on Page 2)



Leadership Training —

**A Service To The Officer,
A Benefit For The Members**



Inside this issue:

Leadership Qualities	2
Skillful Leadership	3
By The Book	4,6
Training Calendar	5-6
4th Quarter Reports Due	7
LTD Director & Staff	7

Managing Change *(Continued)*

Trainers should contact the new officers in their area and see if you can be of assistance. Also make use of the Appointing Officer to find out what responsibilities have been assigned. The person that recently stepped down can be a valuable resource that can be used to find out how things were handled before. There is a vast network of existing and “retired” officers with knowledge that is invaluable when new leaders are establishing their goals. If you don’t know any of these former officers, contact your Appointing Officer, your District Staff, or Region Staff to help.

If you are an existing officer that is continuing in your current position, then you should be completing your goals and plans for the coming year. If you are a Director, your goals for your area of responsibility should be close to ready to communicate to your staff. Goals for growth, expansion, finances, staff, and events specific to your areas should have clear objectives. If you have not established any goals for your group, you should contact your Appointing Officer to discuss what you need to be looking at for the coming year.

It is also important for other leadership roles including staff positions to have goals. Most of you will be having meetings within the next few months to discuss group goals for 2009, so be prepared to discuss these and other areas with your team at your individual staff meetings.

During the staff meeting in Phoenix, we had a great time and outstanding participation from the Division Directors about goals and plans for 2009. We also have plans that will help Trainers and Members within our Association that can make a difference in our member’s enjoyment. We need your participation so we can make GWRRA work as well as it can. So, be pro-active and be an asset to the leadership while keeping in mind that *every member matters and we are here to serve them.*

*We wish everyone a wonderful
Holiday Season and
a prosperous, healthy
New Year!*

***“Vision
is the
essence
of being a
leader in
chaotic times.”***

~ Tom Peters



7 Qualities of Skillful Leadership

By Jim Rohn [reprinted from quotes.com]

If you want to be a leader who attracts quality people, the key is to become a person of quality yourself. Leadership is the ability to attract someone to the gifts, skills, and opportunities you offer as an owner, as a manager, as a parent. I call leadership the great challenge of life. What's important in leadership is refining your skills. All great leaders keep working on themselves until they become effective. Here are some specifics:

1. Learn to be strong but not rude. It is an extra step you must take to become a powerful, capable lead with a wide range of reach. Some people mistake rudeness for strength. It's not even a good substitute.
2. Learn to be kind but not weak. We must not mistake kindness for weakness. Kindness isn't weak. Kindness is a certain type of strength. We must be kind enough to tell somebody the truth. We must be kind enough and considerate enough to lay it on the line. We must be kind enough to tell it like it is and not deal in delusion.
3. Learn to be bold but not a bully. It takes boldness to win the day. To build your influence, you've got to walk in front of your group. You've got to be willing to take the first arrow, tackle the first problem, discover the first sign of trouble.
4. You've got to learn to be humble but not timid. You can't get to the high life by being timid. Some people mistake timidity for humility. Humility is a grasp of the distance between us and the stars, yet having the feeling that we're part of the stars. A sense of awe. A sense of wonder. An awareness of the human soul and spirit. An understanding that there is something unique about the human drama versus the rest of life. So, humility is a virtue, but timidity is a disease. Timidity is an affliction. It can be cured, but it is a problem.
5. Be proud but not arrogant. It takes pride to win the day. It takes pride to build your ambition. It takes pride in community. It takes pride in cause, in accomplishment. But the key to becoming a good leader is being proud without being arrogant. In fact, I believe the worst kind of arrogance is arrogance from ignorance. It's when you don't know that you don't know. Now that kind of arrogance is intolerable. If someone is smart and arrogant, we can tolerate that. But if someone is ignorant and arrogant, that's just too much to take.
6. Develop humor without folly. That's important for a leader. In leadership, we learn that it's okay to be witty, but not silly. It's okay to be fun, but not foolish.

Deal in realities. Deal in truth. Save yourself the agony. Just accept life like it is. Life is unique. Some people call it tragic, but I'd like to think it's unique. The whole drama of life is unique. It's fascinating.



By The Book - Volunteer Leadership

By Gail Carr

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. Click on the Info Exchange tab then click on Officers Guidebook.



Volunteer Leadership in A Volunteer Organization

This is a deep subject we’ve all had to consider at one time or another as members of GWRRA ... isn’t it? Let’s look at the reality of the situation: the organization is built on a motto of “Friends for Fun, Safety, and Knowledge,” right?

The “Friends” part comes easy. People generally gravitate towards other people with similar points of view or common ground and will either become friends or they won’t. Our Gold Wings offer us at least one point of common ground. It’s up to us to make the “friends” part of the motto a reality. For the “Fun,” “Safety” and “Knowledge” parts of the motto though, we quite often look to the volunteer leaders and their volunteer helpers in the organization to pave the way.

As members, we’re looking for meetings, day rides, safety and leadership seminars, rallies, poker runs, dinner events, overnight events, fundraisers, parties, chapter visitations and all the trimmings to be planned and organized and placed on our menu for us to choose how we want to make the most out of our membership in the organization. Somebody needs to do all that work for us, but who? Consider this: since everyone is a volunteer, up to and including all but a very few people at the GWRRA office, what inspires a volunteer leader to inspire volunteer helpers to inspire the members to have fun, and make motorcycle safety and knowledge a priority in their busy daily lives? Remember ... there is no salary at the end of the week, no leverage that can coerce cooperation where none already exists.

Sound challenging? It is. The spirit of volunteerism is a very personal thing. First, individual circumstances can dictate whether someone who might otherwise be willing is able to dedicate themselves to a volunteer endeavor. Free time may be a key factor, for example. Or, if time is not an issue, then maybe the appeal of the opportunity itself must be right. In other words, some folks may only volunteer for tasks or roles they think they will enjoy performing. Some folks may volunteer as a means to enrich their spirit, and because they feel good when they can work with and help others. And yet others may volunteer because they enjoy a sense of accomplishment and a challenge, regardless of the task at hand.

The point is, everyone is different, and everyone volunteers in GWRRA for different reasons. Few, I wager, ever really dig deep into their personal motivation. They just jump in when it feels right.

(Continued on Page 6)

“Few things help an individual more than to place responsibility upon him and let him know that you trust him.”

~ Booker T. Washington

Training Calendar



Please send the details of your upcoming events to Assistant Directors Ed and Ann Nahl at enahl@cox.net. This information is also published on our division's web site, so let's work together to spread the word!

December 2008

12/13: Instructor Development and Certification Course in Charlotte, NC (Region N). Contact John Williams at williams4822@bellsouth.net or 828-687-9868.

January 2009

1/17-1/18: Horizon Program in Commerce, GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

1/31-2/1: Horizon Program in Bessemer, AL (Region A). Contact Frank and Linda Teasley at 205-424-4717 or teaswing@bham.rr.com.

February 2009

2/7: Chapter Leadership Skills in Bessemer, AL (Region A). Contact Frank and Linda Teasley at 205-424-4717 or teaswing@bham.rr.com.

2/7-2/8: Horizon Program in Pooler, GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

2/21: Intermediate Leadership Skills in Bessemer, AL (Region A). Contact Frank and Linda Teasley at 205-424-4717 or teaswing@bham.rr.com.

2/21: Chapter Life Program in Morrilton, AR (Region H) Contact Larry Penepent at 479-970-0778 or ardistricttrainer@suddenlink.net.

2/21-2/22: Horizon Program in Fort Worth, TX (Region H). Contact Lynn Heene at 512-694-3064 or lynnheene@yahoo.com.

2/28: Advanced Leadership Skills in Bessemer, AL (Region A). Contact Frank and Linda Teasley at 205-424-4717 or teaswing@bham.rr.com.

2/28: Chapter Skills Program in Dawsonville, GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

2/28-3/1: Horizon Program in Norwich, NY (Region B). Contact Ed and Dottie Bahrenburg at wingin-it@stny.rr.com or 607-648-4351.



Training Calendar *(Continued)*



March 2009

3/7: Chapter Skills Program in Perry, GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

June 2009

6/11-6/13: Planning a Chapter Event, Helpful Information for New Members, and Remembering Names in Hiaassee, GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

August 2009

8/1: Intermediate Skills Program in Dawsonville, GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

8/15: Intermediate Skills Program in Perry, GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

8/29: Advanced Skills Program in [TBD], GA (Region A). Contact Dave Aikens at aikensdl@cox.net.

***“We are
closest to
people
when we
help them
grow.”***

***~ Milton
Mayeroff***

By The Book *(Continued)*

Truth is, GWRRA depends on volunteers and the spirit of volunteerism to be successful. Volunteer leaders and staff at all levels ... Chapter, District, Region, and International must be there to support and serve the membership and to offer up their time and skills to make it possible for the members to maximize their enjoyment and benefit from the organization.

Current volunteer leaders must always be on the lookout for others who might also volunteer to help out. Some tasks are small, and might require only a small commitment. Other tasks or roles might require a greater commitment. Regardless, someone's got to do "it" whatever "it" is, and one or two people cannot possibly do "it" all.

As a member of GWRRA, be appreciative of the work done by the volunteers at the respective staff levels. They're members too, and want all the same things you do. Offer up your skills and enthusiasm and step up and "give back" from time to time to balance the load and make it possible for everyone to have fun. There's a lot to do. The GWRRA Leadership Training Division offers members at all levels the opportunity to take advantage of training that will maximize the enjoyment and lessen the load of being a volunteer or a volunteer leader. For more information, contact any of your District or Region Trainers.

4th Quarter Reports Due



Reports covering training between October 1, 2008 and December 21, 2008 will be due in January. The electronic version of the Training Report can be found in the LTD section of the GWRRA website at gwrro.org.

District Trainers: Please forward reports to the Region Trainer by January 5th

Region Trainers: Please forward reports to David Orr by January 10th

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