



LEADER NETWORK



February 2005

Distribution of the 2005-2006 District Governor Manual CD-ROM is underway. The DG Manual, suggested training curriculum and information regarding the 2005 District Governors-Elect Seminar program is being mailed to each multiple district leadership development chairperson to assist you with your training program for district governors-elect.

Regional Lions Leadership Institutes

The Regional Lions Leadership Institute program continues to grow, reaching more and more Lions every year. A total of twenty-nine Regional Lions Leadership Institutes have been approved to be conducted during 2004-2005, providing leadership training to approximately 2,500 Lions. Of these, seven represent multiple districts participating in the program for the first time. This program supports multiple districts as they provide leadership development opportunities at the local level.

The Regional Lions Leadership Institute program allows multiple districts to apply for funding to support their leadership training efforts. Participating multiple districts are eligible to receive up to US\$10,000. The training content of a Regional Lions Leadership Institute is based on that of the LCI-sponsored Lions Leadership Institute.

For a comprehensive packet providing detailed Regional Lions Leadership Institute program information including a 2005-2006 Regional Lions Leadership Institute Funding Request Application, please contact: leadership@lionsclubs.org.

Don't wait! To qualify for consideration, completed 2005-2006 Regional Lions Leadership Institute Funding Request Applications must be received by the Leadership Division **no later than April 30, 2005**.

The Art of Recognition

Here are some helpful guidelines as you begin to find ways to recognize your fellow Lions:

1. *Think outside the parameters of formal recognition awards.* Don't fail to show your appreciation just because an action doesn't fit into the criteria for a formal award. You can still do SOMETHING!
2. *Determine what motivates the recipient.* DON'T BE AFRAID TO ASK THEM WHAT THEY LIKE!
3. *Make recognition appropriate.* Finding a cure for a rare disease may deserve more than a verbal "thank you," but a simple handshake or pat on the back may be appropriate for helping you set up for a meeting or a charter night.
4. *Make recognition genuine.* Don't just "go through the motions." True sincerity will shine through.
5. *Be specific.* Tell people what it was that they did, what impact it had, and how it made you feel.
6. *Make recognition a habit.* If you find yourself using every appropriate occasion to acknowledge effort and achievement, you will find that giving recognition will become a habit...a good habit.

The Leadership Challenge: Enabling Others to Act

Jim Kouzes and Barry Posner are experts in the field of leadership. In their book, "The Leadership Challenge," they wrote that most successful leaders are able to:

- Challenge the process
- Inspire a shared vision
- Enable others to act
- Model the way
- Encourage the heart

Effective leaders make it possible for others to do their best work. In this issue we will focus on two techniques leaders use to "enable others to act" – fostering collaboration, and empowerment.

Success is often the result of a collaborative effort. Wise leaders accomplish this by developing cooperative goals, seeking agreed upon solutions, and building trusting relationships. When people are brought into the process, an environment of cooperation replaces one of competition and fear.

Exemplary leaders also know that extraordinary things can be done when other people feel "strong." Empowering others with a feeling of personal strength can be achieved in many ways like giving up some of your own power, providing choices, assigning critical tasks and responsibilities, and offering visible support to your team.

Leadership is a relationship founded on trust and confidence. Without trust and confidence, people don't take risks. Without risks, there is no change. Without change, organizations stagnate and die.

Are you enabling others to act? Let us know how at leadership@lionsclubs.org.

MORE





LEADER NETWORK



February 2005

Training Tool - Feedback

Feedback is very useful in conducting training for adults. The answers to questions such as “How can you use the information or process that was just presented?” will illustrate if the learners have applied the new information to their own individual situation. Responses can demonstrate the amount of learning, and assist other participants in gaining an understanding of how to make use of the training content. Enthusiasm is contagious - listening to peers talk passionately about a newly learned process can add credibility and inspire confidence.

Another valuable use of feedback is to assess the participants’ overall level of satisfaction during a training program. There are several ways of asking participants if the training is meeting their needs. One way of getting a quick summary of participant satisfaction is to draw a large target on newsprint with three concentric circles. Each participant uses a marker to make a dot showing how they feel about the training. They place the dot in the center circle if they are satisfied, in the 2nd circle if the training is acceptable, and in the outer circle if the training is not meeting their needs. You can see at a glance if your audience is satisfied with the program and if they are not, can follow up to gather the information necessary to make adjustments to more effectively meet and exceed their expectations.

Coaching

If you played sports, took music lessons, or participated in after-school activities as a young person you probably have never forgotten that special person who took the time to help you succeed – someone who “coached” you.

Well, coaching is not just about young people. The need for good coaching exists at all ages and in all walks of life. As a Lion leader, you have an opportunity to coach other Lions. Coaching doesn’t require any particular background, training, or organizational status. You just need an eagerness to help others achieve their full potential.

We’ll focus on coaching in future newsletters.

Bright Idea

Jill McCrory, Leadership Development Chairperson, MD-22, uses the system below for identifying the composition of a team. This could apply to cabinet team, MERL teams, region and zone chairpersons, club officers, etc.

Who's On The Leadership Team? Find out more about your team by asking them to interview each other and answer the following questions: (1) Name/position/years as Lion (2) What skill or talent do they bring to the team (i.e. organized, logical, risk taker, etc.) (3) What role do they normally play on a team? (i.e. questioner, consensus builder, devil's advocate, etc.) (4) What motivates them? Have the team talk about the different skills and talents and how they can benefit the team. The roles people play can tell you a lot about people's communication style. And knowing what motivates someone helps you know how to reward him or her. Knowing your team is the first step to team synergy!

For upcoming Leadership events, please check the LCI website at
http://www.lionsclubs.org/EN/content/news_train.shtml

We want to hear from you!

Our objective with *The LEADER NETWORK* is to provide you, our multiple and single district leadership chairpersons, with information and ideas you can use in your leadership development efforts. If you have a *Bright Idea*, suggestions for future issues or a specific topic you would like to see addressed in the next issue (May 2005), please let us know. Your comments will be welcomed at leadership@lionsclubs.org.

“A good coach will always make his players see what they can be rather than what they are.”

***Ara Parseghian,
American Football Coach***

The LEADER NETWORK is a publication of:
Leadership Division
Lions Clubs International
300 West 22nd Street
Oak Brook, Illinois 60523 USA
TEL: 630/571-5466 FAX: 630/571-1682
EMAIL: leadership@lionsclubs.org