



# LEADER NETWORK



## **Getting Change Started**

February 2008

Have you ever tried to initiate some change in your Lions club and found that you can't win enough support to even get the ball rolling? It can be frustrating, but it's not hopeless.

In one way or another, we all have some reasons to avoid change. To many it's because it's comfortable staying just the way we are. To others it's the uncertainty of where change will take us. And to some it is simply because we don't know how to get started. Whatever the reason, people need to be convinced to become a part of the change process.

If you recognize your club members in any of these descriptions, try this three-step process when change is warranted:

- Show the current situation and why it should not continue. *Many of your newest members leave the club because it is not meeting their needs. Membership is declining and community service is reduced.*
- Provide a picture of how the future might look. *You become a healthy club with increased member retention because members are experiencing accomplishment, fulfillment, and fellowship. You regain your position as leaders in community service.*
- Explain the first steps that should be taken. *Survey your club members about their interests, their vision of what the club should be, their thoughts on service projects, and why they became Lions. Use this information to direct your service efforts and establish your club culture.*

In this quick example, you have shown that change is necessary, and that it can bring positive results. You've also provided a clear starting point to get to the end result.

See if these three steps can help you the next time you try to win support for change in your club. You may not win over all of your club members, but it's a good bet that some will drop their reluctance and join you in your effort.

## **Lions Learning Center - Conflict Resolution**

The newest online course, *Conflict Resolution*, will be launched in English at the end of February.

Conflict is a part of everyday life. In this course we look at the causes of conflict and at a variety of strategies that can be used to resolve conflict. We will learn our own basic style of conflict management and the situations where a different style may be more appropriate. Finally, we will study the collaborative approach to conflict resolution and be introduced to a seven-step process for resolving conflict where everyone is a winner in the end.

Visit the Lions Learning Center at [http://www.lionsclubs.org/EN/content/resources\\_learning\\_center.shtml](http://www.lionsclubs.org/EN/content/resources_learning_center.shtml) to sharpen your conflict resolution skills and enhance other key leadership skills.

## **FDI Graduates**

The 2007-2008 schedule of Faculty Development Institutes has begun and we're off to a terrific start! Once again, the instructors and content are proving to be very well received, but the success of the FDI program goes beyond the curriculum presented and those presenting it. It is directly related to the Lions participating. These Lions are dedicated to quality leadership development and are committed to sharing their knowledge and sharpening their training skills.

Congratulations to these graduates of the 2007-2008 Faculty Development Institute in Malaga, Spain:

- |  |   |
|--|---|
| 101VG, Sweden, Jan Lofjard                 | 116B, Spain, Juan Jose Perdomo Baez               |
| 105A, United Kingdom, Geoff Leeder         | 116B, Spain, Jose Munuel Garcia Caballero         |
| 105D, United Kingdom, Graham Drayton       | 116B, Spain, Elizabeth Oliver-Prieto              |
| 105W, United Kingdom, William O'Neill      | 116B, Spain, Jose Castro Tendilla                 |
| 107D, Finland, Esko Lahti                  | 116B, Spain, Maria de los Angeles Montes Zamorano |
| 116A, Spain, Jeanne Bonnefoy               | 118E, Turkey, Buket Aksu,                         |
| 116A, Spain, Carlos Cabal Casares          | D121, Poland, Boguslaw Pilarski                   |
| 116A, Spain, Luis Alberto Paternina Chasco | D124, Romania, Dr. Andrei Kozman                  |
| 116A, Spain, Aurelio Herrero Hornillo      | D124, Romania, Sorana Popa                        |
| 116A, Spain, Alfonso Pinol Rodriguez       | D124, Romania, Niels Schnecker                    |



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## **Regional Faculty Development Institutes**

February 2008

As a 2006-2007 Faculty Development Institute graduate you have demonstrated proficiency in your abilities to deliver leadership training in a professional and educationally sound manner, while providing continuous and consistent quality leadership training at all levels of the association. Graduates receive training that is coordinated and sponsored by the Leadership Division of LCI, and includes the skills and concepts that impact the quality of training delivery and ultimately the effectiveness of LCI's leadership development programs. The Regional Faculty Development Institute is conducted locally by graduates of a Faculty Development Institute, and allows graduates to apply what they have learned. Currently, fourteen 2007-2008 Regional Faculty Development Institutes have been approved with additional applications being considered.

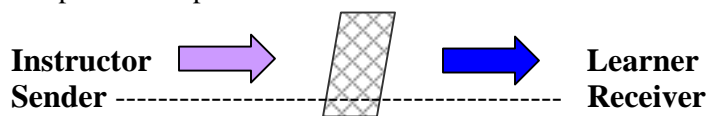
Participants in a Regional Faculty Development Institute are Lions in good standing with some experience serving as faculty at local Lions training events, who would benefit from skill refinement. All Regional Faculty Development Institute participants are expected to utilize their skills by providing leadership opportunities to their respective districts. Graduates of 2006-2007 Faculty Development institutes can apply for funding to support one institute in an amount up to US\$170 per confirmed participant up to a maximum of US\$3,400 with the balance of institute expenses being the responsibility of the host district or multiple district. For more information, please visit the Leadership Resource Center on the LCI website, or contact the Leadership Administration Department by phone at 630.571.5466 x 6797 or by e-mail at leadership@lionsclubs.org.

## **LCI Helps Build Leaders**

Leadership skills can be developed in many ways, through attending seminars, leading discussions, project management, and taking on increased positions of responsibility. LCI provides a variety of development opportunities where current and future leaders can sharpen their skills, one of which is the **Multiple District Leadership Development Funding Support Program**. This program supports the training of vice district governors and district leadership development chairpersons at the multiple district level, which is critical in preparing Lions for their roles as district leaders. Reimbursement for the Multiple District Leadership Development funding Support Program is based on US\$75 per confirmed participant, and covers eligible program expenses such as meeting room rental, training curriculum materials, audiovisual equipment rental, and meals and lodging expenses of the qualified participants and instructors. To request more information about how you can positively impact leadership development in your multiple district, please contact the Leadership Administration Department by phone at 630.571.5466 x 6797 or by e-mail at leadership@lionsclubs.org.

## **Training Tool – Just Ask!**

There is a well-known adage among trainers that says, *“Telling isn't training.”* Whenever communication occurs in training, you cannot assume that the learner understood everything that was said by the instructor. Each individual has a different set of life experiences, language skills, cultural context, and professional skills. Each person in a training group filters what is presented using his/her own personal experience and skills.



How does the instructor know that the learner has understood the information that was presented?

**By asking questions** (purpose of each question is in parentheses), such as:

- Do your club officers fulfill all of these responsibilities? (Check understanding)*
- Are there any responsibilities that are often forgotten? (Relate information to personal experience)*
- Have you seen a good example of teamwork? (Understanding of a definition)*
- What are the three most important factors in conducting meetings? (Summarize learning)*
- Can you share an example of how you could use this information? (Application of information)*

Questions directed to learners are worth the time they take. They not only prove whether you have achieved success as a trainer or not, but also help the learners remember your instruction.



## **Is Your MERL Team In Place?**

The time has come for Constitutional Areas V (Orient & Southeast Asia) & VI (India, South Asia, Africa, & the Middle East) to select MERL Team members, for the three-year term beginning July 1, 2008 through June 30, 2011. MERL application packets have been distributed to council chairpersons and district governors. The MERL Team is trained at the beginning of their three-year term, making it imperative that LCI receive the names of your appointed team members by **May 15, 2008**. MERL team members of record will receive information related to training, resources, and funding opportunities, along with The LEADER NETWORK and other MERL publications.



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February 2008

## *2008-2009 Regional Lions Leadership Institute*

2008-2009 Regional Lions Leadership Institute application packets are now available. Multiple districts are invited to apply for funding in an amount up to US\$10,000 to support local leadership training efforts. To receive detailed information, including a funding request application, please e-mail us at [leadership@lionsclubs.org](mailto:leadership@lionsclubs.org) or call 1.630.571.5466 ext. 6797. To qualify for consideration, all 2008-2009 Regional Lions Leadership Institute Funding Request Applications must be received by the Leadership Division no later than April 30, 2008.

### *Inspire*

Getting Lions members to accomplish a task is much easier if they have the inspiration to do so. The word "inspire" means "to breathe life into." Consider the following to help you to become a truly inspirational leader:

**Be Passionate:** In organizations where there is a leader with great enthusiasm about a project, a trickle-down effect will occur. Are you dedicated to the work you are doing? Are you committed to excellence in leadership development? Do you consistently communicate excitement? If not, how can you expect your members to be excited?

**Get Members Involved in Decision Making:** People who are directly involved in the decision making process participate much more enthusiastically than those who just carry out a leader's order. Do you encourage members to contribute? Do you let them know you value their input? Listen to them and incorporate their ideas whenever it makes sense to do so.

**Understand What Lions Clubs International Really Is:** LCI is commonly known as the world's largest, most active service organization, but what we really are, is people. As a leader your primary responsibility is to develop people and enable them to reach their full potential. Our members represent very diverse backgrounds and experiences, but they all have aspirations and goals. Have you established an environment where members have the opportunity to reach their full potential and achieve their goals?

**Are you an inspirational leader?**

### *M-E-R Newsletter Links*

*Membership/Retention - News & Notes - [http://www.lionsclubs.org/EN/content/pdfs/news\\_notes.pdf](http://www.lionsclubs.org/EN/content/pdfs/news_notes.pdf)*

*Extension News - <http://www.lionsclubs.org/EN/content/pdfs/extnl.pdf>*



### *Bright Idea*

One challenge we all face is coming up with new ways to present important program information. Multiple District 323 (India) understands the value of creative group interaction and used it to enhance participant comprehension of membership programs. In a recent MERL training seminar, Program Coordinator Lion Narendra Bhandari reports, small participant groups collaborated to create television advertising for family membership, a radio jingle for student membership, a collage for qualitative membership, and idea bank for branch clubs and role playing for bringing back old members. Incorporating a variety of interactive training approaches kept the participants engaged while maintaining an interesting and fun learning environment. Nicely done, MD-323!

### *We want to hear from you!*

Our objective with *The LEADER NETWORK* is to provide you, our multiple and single district leadership development 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 2008), please let us know. Your comments will be welcomed at [leadership@lionsclubs.org](mailto:leadership@lionsclubs.org).

*I am always doing that which I cannot do, in order that I may learn how to do it.*

*Pablo Picasso, Painter and Sculptor*

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