



LEADER NETWORK



2007-2008 VDG/DGE Training Program

November 2007

Building on the success of the last two years, we have implemented a comprehensive VDG/DGE training program during 2007-2008. Our goal is to enable our incoming district governors to maximize their effectiveness and our association's growth during the 2008-2009 year and beyond. But that cannot happen without the active involvement of all multiple and single district leadership development chairpersons!

The 2007-2008 VDG/DGE Training Program is comprised of three components:

The **individualized** component is a self-driven learning experience designed to support vice district governors as they select their team, establish goals and develop their membership plan. Vice district governors will receive DVDs featuring Vice President Al Brandel along with training modules to complete at regular intervals. Guidance and coaching will be provided by the 2008 DGE Seminar group leaders throughout the program.

The **regionalized** component involves incorporating a series of practical topics into your local VDG training. Materials for these topics were sent to all multiple and single district leadership development chairpersons in October 2007. This regionalized component is critical to the overall success of this program, as much of the sharing that occurs during the 2008 DGE Seminar will be based on this learning.

The **international** component is the 2008 District Governors-Elect Seminar scheduled for Pattaya, Thailand in June. Plans include interactive classroom sessions and workshops, general sessions, and fellowship events. This year, one full day is dedicated to membership growth and development. A special component for spouses is also incorporated.

The success of the 2007-2008 Vice District Governor/ District Governor-Elect Training Program is contingent upon the enthusiastic support of our leadership team, especially our multiple and single district leadership development chairpersons. Should questions arise, please do not hesitate to contact the Leadership Division at leadership@lionsclubs.org, or 630/571-5466, extension 558.

2007-2008 Leadership Development Support

The Leadership Division offers a variety of programs designed to support your local training efforts.

One of the fastest growing leadership development programs today is the **Regional Lions Leadership Institute** program. So far this year, 42 applications have been approved – more than in any other year! The RLLI program provides curriculum, funding, and guidance to support your local leadership institute.

Regional Faculty Development Institutes constitute the second phase of the Faculty Development Institute program, designed to expand the pool of qualified Lions instructors by enhancing their instructional skills. RFDIs are planned and conducted by graduates of constitutional area FDIs. Currently, there are eight 2007-2008 applications that have been approved and additional applications are under review.

The **Multiple District Funding Support Program** is available to support the training of vice district governors and/or district leadership development chairpersons with funding and curriculum guidance. More than half of all multiple districts participate in this program each year.

To find out how you can take advantage of these programs and positively impact leadership quality in your area, please contact Shmir Corzine in the Leadership Administration Department by phone at 630/468-6923 or by e-mail at Shmir.Corzine@lionsclubs.org.

2007-2008 REGIONAL LIONS LEADERSHIP INSTITUTES					
MD/SD #	Location	Country	MD/SD #	Location	Country
1	Illinois	USA	U	Quebec	Canada
2	Texas	USA	105	Birmingham	England
4	California	USA	106	Naesbylund	Denmark
6	Colorado	USA	SD 128	Jerusalem	Israel
8	Louisiana	USA	201	Victoria	Australia
11	Michigan	USA	202	Christchurch	New Zealand
12	Tennessee	USA	300	Taiwan	Rep. Of China
16	New Jersey	USA	301	Pampanga	Philippines
17	Kansas	USA	305	Karachi	Pakistan
19	Washington	USA	306	Colombo	Sri Lanka
20	New York	USA	308	Dannok	Malaysia
22	Maryland	USA	310	Pattaya	Thailand
24	Virginia	USA	321	Varanasi	India
27	Wisconsin	USA	322	Bhubaneswar	India
33	Massachusetts	USA	323	Indore	India
36	Oregon	USA	324	Hyderabad	India
SD 50	Hawaii	USA	325	Kathmandu	Nepal
A	Ontario	Canada	354	Seoul	Korea
H	Lima	Peru	411	Mombasa	Kenya
LD	Penha	Brazil	SD 413	Lusaka	Zambia
S	Cochabamba	Bolivia	SD 414	Tunis	Tunisia



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Faculty Development Institutes

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Quality leadership is critical to the future of our association. Does your area need more skilled leadership trainers? Beginning in January, the Faculty Development Institutes will provide an opportunity for Lions in each constitutional area to learn the concepts and techniques required of an effective leadership trainer. Upon completion of the institute, participants are eligible to apply for funds to conduct a Regional Faculty Development Institute. Lions interested in attending the Faculty Development Institute should contact an international director for a recommendation of participation.

2007-2008 FACULTY DEVELOPMENT INSTITUTES (dates and locations subject to change)

United States of America, Its Affiliates, Bermuda & The Bahamas	Canada	South America, Central America, Mexico & Islands of The Caribbean Sea	Europe	The Orient & Southeast Asia	India, South Asia, Africa & The Middle East	Australia, New Zealand, Papua New Guinea, Indonesia & The Islands of the South Pacific Ocean
April 11-14, 2008 Atlanta, Georgia, USA	February 8-11, 2008 Calgary, Alberta, Canada	May 9-12, 2008 Lima, Peru	January 11-14, 2008 Malaga, Spain	March 28-31, 2008 Chiba, Japan	April 22-25, 2008 Colombo, Sri Lanka	March 14-17, 2008 Denpasar, Bali, Indonesia

For more information visit the website at www.lionsclubs.org and click on the Leadership Resource Center or send an e-mail to instsemi@lionsclubs.org.

New Lions Learning Center Courses

Providing Community Service

As a Lions leader, you know that our clubs are constantly faced with the challenge of providing service that not only meets community needs but also creates a meaningful volunteer experience for our members.

Providing Community Service is a new Lions Learning Center course that contains a variety of tools and techniques that will help you assess community needs, select worthwhile projects, plan projects for success, and promote your club's service to the community. You can take the course alone in one sitting, or you can work with a club committee and actually complete the steps together.

Member Motivation

Professor Kazantis introduces you to theories of human motivation in another new course. Lion Michael explains how these theories relate to examples of meeting member needs and motivating club members. You will be asked to think about Lions you know to decide whether each one is motivated by achievement, power/influence or affiliation. Using this information will increase member motivation.

Check for these new courses soon in the Lions Learning Center, accessible via the Leadership Resource Center

http://www.lionsclubs.org/EN/content/resources_learning_center.shtml.

We invite you to visit these and other courses and resources on the Leadership Resource Center often. We know you'll find something to enhance your leadership development efforts!

Leadership Resource Center

The Leadership Resource Center offers many valuable tools to enhance your training efforts. Let's look at how to use one of the **Presentations**, *The Art of Recognition*.

This presentation includes PowerPoint slides with speaking notes. You will need to do the following before you use the presentation in a training session:

- Review the notes and revise them to reflect your speaking style
- Add slides to show examples of local awards
- Adapt the presentation if needed for your culture.
- Review discussion activity (slide 20) and decide how participants will share their ideas about giving recognition to Lions
- Decide the type of printed information that you want to provide (refer to the Tips and Tools section for the publication, *The Art of Recognition*)



LEADER NETWORK



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Overcoming Resistance to Change

We hope that you have already embraced change as a necessary and positive force in our lives, and realize its value to Lions as we move forward. As leaders, we must realize that implementing change effectively may require overcoming obstacles, such as resistance from club members.

Before you can overcome this resistance, you must understand the reasons resistance may exist and be prepared to address each reason as it arises. People may resist your efforts for a number of reasons:

- ***Self-Interest***

Where someone has achieved status, privilege or self-esteem through effective use of an old system, they may see change as a threat. Ease their concerns by explain that their roles may be changed but not diminished.

- ***Fear of the Unknown***

Some members may be uncertain of their abilities to learn new skills or to take on new roles. Explain the whole process to these members. Let them share their fears with you, and assure them that their skills and expertise will be of great value in accomplishing the necessary changes.

- ***Objection or Differing Perceptions***

Some may sincerely believe that you are wrong. They may view the situation from a different viewpoint, or may have aspirations for themselves or the club that are fundamentally opposed to yours. Don't try to effect change alone, and don't assume that your way is the only way. Change must be a collaborative effort, so bring these people into the process early in the planning stages and listen to their concerns.

- ***Suspicion***

It's possible that some members may not trust you. Keep no secrets about your plans or the reasons you feel they are necessary. Invite questions and comments from all members.

- ***Conservatism***

Clubs or people may simply be opposed to change as a whole. This can result from a feeling that everything is OK. These people may need to be convinced that things are not as they should be, or that opportunities exist to make things even better. Make sure you have facts and figures to back you up.

If you ignore member resistance, or try to accomplish change without addressing it, you will do an injustice to your members and will find the task of effecting positive change much harder than it needs to be. You can learn more about the levels of resistance to change by visiting the LCI website and taking the *Managing Change* course in the Lions Learning Center section of the Leadership Resource Center (http://www.lionsclubs.org/EN/content/news_train.shtml).

Training Tool: Icebreakers & Energizers

Icebreakers are activities that warm up a group of trainees by introductions of each other or provide a way of getting know each other better. This makes everyone feel more comfortable, more receptive to learning, and willing to participate. Some icebreaker activities may also set the stage for a particular training topic. One example is the **Common Ground** activity, which focuses on what we have in common, and could prepare the group to think about the topic of diversity.

Energizers are activities that are used to re-vitalize a group that may have been sitting or listening too long. An example is **Animal Noises** where each person is given a card with an animal written on it. By making the noise of each animal simultaneously, the trainees regroup in small groups of like animals. This can be used to form small groups for the next training activity. There is a new resource about icebreakers in the *Leadership Resource Center* http://www.lionsclubs.org/EN/content/resources_learning_center.shtml– *Tips & Tools* section.

MERL Appointments

**REMINDER to Council Chairpersons and Single District Governors:
Appointments must be submitted to the Leadership Administration
Department as quickly as possible!**



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M-E-R Newsletter Links

November 2007

Membership/Retention - News & Notes - http://www.lionsclubs.org/EN/content/pdfs/news_notes.pdf

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



Bright Idea

When designing your training curriculum, carefully consider your participants. Lions represent a wide array of knowledge, experience and interests. Take time to learn about your potential participants. Multiple District 354 (Republic of Korea) recently conducted a training event targeted at region chairpersons. They adjusted the training content accordingly, taking consideration their participants' strengths, interests, learning needs and the responsibilities of a region chairperson. According to Lion Eung-Chan "Eddie" Sim, Korea Lions State Council General Manager, "These are key members to connect the district cabinet with fellow Lions and all of them were pursuing almost the same Lionistic objective at the same level of Lions office. By tailoring the curriculum, we were sufficiently prepared to meet their needs and the training was well carried out." Congratulations to MD-354 for another excellent leadership development program!

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 (February 2008), please let us know. Your comments will be welcomed at leadership@lionsclubs.org.

*They must often change, who
would be constant in happiness
or wisdom.*

~Confucius

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