

## DIGGING YOUR CHAPTER OUT OF THE DITCH!!!!

Suggestions for chapter growth – Dr. David K. Lamb, CAGO, DMus

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IF you always do what you have always done, you will always get what you have always gotten!

The first step toward getting someplace is to decide that you are not going to stay where you are.  
J. Pierpont Morgan

Great teams set aside personal agendas to focus all their resources on a common goal.  
Al Schmitt

If you don't realize there is always somebody who knows how to do something better than you, then you don't give proper respect for other's talents.  
Hortense Canady

The best leaders are not interested in having their own way, but in finding the best way.  
Wilfred Peterson

The aim of a great leader is not to get people to think more highly of the leader. It's to get people to think more highly of themselves.  
Bob Moawad

Most of the trouble in the world is caused by people who want to feel important. T.S. Elliot

The best hope of solving all our problems lies in harnessing the diversity, the energy, and the creativity of all our people.  
Roger Wilkins

Setting goals is a fundamental success principle, especially for the Transformational Leader. No one experiences the full potential of his/her abilities without setting specific, written, timed goals. Sharing goals build group synergy, group advocacy and accountability.

Goals are SMART

- S = Specific
- M = Measurable
- A = Accountable
- R = Realistic
- T = Timed

Goals give purpose. Purpose gives faith. Faith gives courage. Courage gives enthusiasm. And enthusiasm lifts you over the bar.  
Bob Richards, Pole Vaulter

"If you do not know where you are going, every road will get you nowhere."  
Henry Kissinger

“Great things are not done by impulse, but by a series of small things brought together.”

Vincent Van Gogh

“People will forget what you say, and people will forget what you do, but people will remember how you make them feel!” Maya Angelou

Your officers are a TEAM! Building trust and accountability among team members is essential to the success of the “team.”

In his book, *The Five Dysfunctions of a Team*, Patrick Lencinni defines the five dysfunctions as:

1. Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results

Becoming a Transformational Leader

Transform means change. How does the leader inspire, enable, and empower others to bring change into an organization? By encouraging, sharing, coaching, trusting, modeling, valuing, reinforcing, and many others.

“Example is not the main thing in influencing others, it is the only thing.” Albert Schweitzer

“I dream of men who take the next step instead of worrying about the next thousand steps.”

Theodore Roosevelt

Expect the Best of Others

Organizations thrive when people affirm each other and expect the best of each other.

An effective leader expects the strongest commitment, the best focus, and the greatest efforts possible from colleagues.

Effective leaders are willing to step out of their comfort zones, creating a positive environment

“Conflict happens. That’s it. Conflict is energy. Conflict is creativity. Conflict lets the leader know that people are engaged. Conflict does not have to be destructive.” Hugh Ballou

Interesting observations –

In the classic Disney animated feature *Snow White*, do you remember who is playing the organ?

It was *Grumpy!*

In the later feature *The Little Mermaid*, do you remember who was the royal music director?

It was *Sebastian*, the Crab.

In the more recent *Beauty and the Beast – Enchanted Christmas*,  
have you heard who is the villain? It was the “Evil” Pipe Organ!

What do Leaders Talk About?

Principle 1: They talk about *What’s important around here.*

*Integrity, Growth, Positive attitudes, Take risks, give 110 percent.*

Principle 2: They talk about *where we are headed.*

*Creating a vision – Simple, Easily Understood, Clearly desirable by all,  
Energizing!*

*A Vision – Grabs, Focuses, Arouses passion, Transforms purpose into  
action, Compels, Pulls people toward it, Commits people to action, Drives  
a stake in the ground, says, “That’s what we’ll be!”*

Principle 3: They talk about *what we stand for.*

*Personal Integrity, Personal Growth, Positive attitude, Self-determination,  
Serenity, Joy, Time*

Principle 4: They talk about *falling in love with risk.*

*Risk is the core of leadership. We accept risk as a move toward reaching  
our vision. Risk puts pizzazz in our lives. People accept risk in order to  
change. Risk is stimulating and actually fun.*

How do Leaders talk to get people to follow them?

Principle 5: They learn to *motivate people.*

*Must create a mutual set of values, and a mutual vision. Needs emotional  
benefits to tap the emotional benefits of the organization. Energy givers  
and Energy suckers? Motivation is getting people excited so that they will  
act in a focused direction. Persuade people by telling “your” story. How  
your look and how you sound actually does more to establish trust and  
believability in listeners than the words you speak.*

Birds of a feather flock together. We must become conscious of why we “hang around” certain types of people and not others. Going with the flow is fine if you want to stay where you are. But if you are interested in growing and advancing yourself, you must become more finely attuned to your choices and your habits.

If we want to attract different types of people to our organizations, we must modify our goals and our activities to attract those different types of people.

Never let your brotherly love fail, nor refuse to extend your hospitality to strangers – sometimes people have entertained angels unawares. Hebrews 13: 1-2

In – *Race for Relevance* – Mary Byers and Harrison Coover suggest that people will always find time for experiences that are **meaningful, relevant, and fun!** The younger generation expects a return on their membership investment and they don't want to hang out with the "older" generation. If we want to know what will attract the younger generation, we need to ask them to plan the activities. There are differences in the generational values about the expectation of membership and the commitment that is associated with organizational membership. Technology is expected to be in place, yet the use of the electronic technology is one of the factors that causes a "less-than-complete" connected between members of an organization. They further suggest that the greatest growth potential comes from the "things" that we are already good at and that we should do what we do well – even better.

IS THIS REALLY RELEVANT?? We will always need to ask -----

"Relevant to exactly what?"

"Relevant to whom?"

"Relevant to what ends?"

First the leaders must be clear about what they are trying to achieve and they need to determine with whom they are seeking to achieve it. Over what period are we trying to evaluate the results? In what cultures are we seeking to be relevant, to what groups of people?

"How far you go in life depends on you being tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and the strong. Someday in life, you yourself will have been all of these." – George Washington Carver

"Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, of the smallest act of caring, all of which have the potential to turn a life around."  
Leo Buscaglia

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