

LEADER

NETWORK

2013-2014 Issue 3



Lions Clubs International

Pass the Baton – Create Your Lions Leadership Legacy

As we near the end of another Lions year, our tendency may be to think “short term”. Our focus is on achieving this year’s goals by the end of June, making this term of office a success, earning awards by the established deadlines – all critically important to our future as the leading organization providing needed humanitarian service around the world. But as a leader, while we continue to pursue our 2013-2014 goals, we must not lose sight of the “long term”.



The start of Lions year 2014-2015 marks the beginning of a new term of office for the GLT and GMT new district governor teams will be in place, and new club officers assume responsibility for leading our clubs. The challenge for Lions leaders is embrace the opportunities presented by this leadership transition. Passing the baton of Lions leadership takes careful thought, effort and focused action. Succession planning is too important to leave to chance. Consider the following:

1. Focus on competency, not commonality

Often, there is a tendency to seek a successor who is *just like them*. While this might be a very natural thing to do, there is an inherent danger in doing so. It can result in leadership cultures that are closed and resistant to change. The diversity of our association is one of the many aspects of our association that makes it so great. Take care not to overlook potential leaders because they are dissimilar to what has gone before. Instead, embrace their fresh perspectives and encourage their new ideas.

2. Pass on the ‘how’, but also, the ‘why’

Research has found the key difference between organizations that thrive long term and those that don’t has little to do with charismatic leadership, strategic plans or an inspiring vision statement. Rather, the most significant factor in determining vitality in organizations is a consistent commitment to core values and purpose coupled with an active willingness to change approaches as needed.

Many succession plans tend to focus almost exclusively on *how* things have been done in the past and *what* needs to happen to ensure the success of yesterday is repeated tomorrow. If a leader is to successfully transition to the next generation of leadership, the focus must be on the *why* more than the *how*. It is critically important to preserve the values and objectives that have led to success in the past but then empower your successors to change the ‘how’ as circumstances, needs and opportunities evolve.

3. Start NOW (if you haven’t already started)!

Planning for leadership succession is something you cannot set in motion too early, but take care not to start too late! The most significant things to pass on during the succession process are the intangibles. In addition to the nuts and bolts of the leadership position, it is often the mentoring, modeling and networking that the successor is exposed to as the baton is passed that is the most valuable. These lessons and insights happen over time – consider this a long term investment in Lions leadership.

4. Embrace your new role – don’t be reluctant to let go

Passing the leadership baton can be a difficult process for many leaders. A reluctance to let go can be a natural thing for an outgoing leader, but it can also be damaging to the organization. As an experienced Lions leader, you are extremely valuable to our organization – don’t let your skills and passion for leadership go to waste. Choose how you will continue to use your knowledge, skills and energy to enhance our service, to build our association, to encourage new leaders and to contribute to a bright future for LCI.

Remember, your real impact as a Lions leader will be measured not only by what you did during your tenure in a specific leadership position, but rather by what you enabled and empowered the next generation of Lions leaders to do. Passing the leadership baton can be challenging, but it can also represent the greatest opportunity to create your legacy as a Lions leader.



DESTINATION: TORONTO!

2013-2014 District Governors-Elect Training Program

With the first three phases of the 2013-2014 First Vice District Governors/District Governors-Elect Training Program now complete, first vice district governors/district governors-elect around the world are looking toward the final phase of their preparation – the 2014 District Governors-Elect Seminar in Toronto, Ontario, Canada.



The journey to Toronto has consisted of extensive preparation, beginning in late September with the independent guided learning component of the program. With the support and guidance of their 2014 DGE Seminar group leaders, first vice district governors worked diligently to complete the three assignments and online assessments, and collectively achieved an impressive 99% completion.

Next, first vice district governors came together for the GLT Area Training in January and February. This component of the program offered a unique opportunity for first vice district governors/district governors-elect to collaborate with the GLT and GMT Area Leaders and their peers about their district goals and action plans related to membership growth and leadership development.

Throughout the Lions' year, first vice district governors/district governors-elect have also been attending local training sessions, conducted by the GLT in their multiple districts, to further prepare them for this important position. Multiple district topics included key leadership skills and practical knowledge to ensure well-rounded preparation of our incoming governors.

Looking forward to the final stop on their journey toward their term, the 2014 DGE Seminar in Toronto, incoming district governors can expect three exciting days of interactive workshops, informational sessions, and global fellowship. The seminar has been designed to motivate, inspire, and cultivate new ideas and multi-cultural perspectives, and is sure to be a once in a lifetime experience. We look forward to seeing you in Toronto!

2014 International Convention

Plans are well underway for our 97th International Convention. Once again, the Leadership Booth on the convention floor will be buzzing as you find answers to your questions and share your ideas related to training



and leadership development programs. Learn about the variety of resources and training opportunities available to you for the 2014-2015 year. And if you don't have specific questions, stop by anyway. You might be surprised at what you discover!

Plan to participate in these “don't miss” seminars:

The LEADERSHIP EXCHANGE

Monday, July 7

2:30 - 4:00 pm

Metro Toronto Convention Centre (MTCC)

This year, it will be a LEADERSHIP HAT TRICK! Join us for a high energy seminar based on Canada's high energy national sport - ice hockey. During this interactive seminar, you will be guided by an international starting line-up of Lions leaders through three, twenty minute periods focused on skills designed to increase your effectiveness as a leader. Let this seminar be your slap shot to score as a Lions leader!

Council Chairpersons Seminar

Sunday, July 6

2:00-4:00 pm

Metro Toronto Convention Centre (MTCC)

Are you an in-coming Council Chairperson? Then this is the seminar for you! This is your chance to learn about the 2014-2015 international theme, goals and priorities. As an active member of both Global Leadership Team and Global Membership Team, the Council Chairperson's role and responsibilities will be reviewed. Discussions will take place on such topics as the elements of successful teamwork, potential leadership challenges and maximizing positive impact as a key leader of the multiple district. Be certain to mark this on your convention to-do list; it will ensure that you have the tools you need to lead your multiple district through a productive and successful year.



Leadership Development Programs

Lions Clubs International knows that all Lions leaders can enhance their effectiveness by participating in training programs, and LCI provides a variety of development opportunities to do just that.

The GLT has selected the types of institutes best suited to the training and development needs of their respective Constitutional Area. As a result, not all institute types (ALLI, ELLI, and FDI) are available in every constitutional area.

2014-2015 LIONS LEADERSHIP INSTITUTES SCHEDULE (dates and locations subject to change)							
Constitutional Area/Region	Areas I & II USA, Affiliates, Bermuda and the Bahamas Canada	Area III South America, Central America, Mexico & Islands of the Caribbean Sea	Area IV Europe	Area V The Orient & Southeast Asia	Area V The Orient & Southeast Asia	Area VII Australia, New Zealand, Papua New Guinea, Indonesia & Islands of the Pacific Ocean	Africa
Emerging Lions Leadership Institute	October 4-6, 2014 Oak Brook, USA					March 14-16, 2015 Rotorua, New Zealand	
Advanced Lions Leadership Institute	March 7-9, 2015 Calgary, Canada	October 25-27, 2014 Mexico City, Mexico April 25-27, 2015 Santa Cruz, Bolivia	October 28-30, 2014 Birmingham, England	September 20-22, 2014 Hong Kong, China	April 18-20, 2015 Indore, Madhya Pradesh, India	August 26-28, 2014 Adelaide, Australia	February 1-3, 2015 Brazzaville, Congo
Faculty Development Institute			February 7-10, 2015 Lisbon, Portugal	May 14-17, 2015 Manila, Philippines	November 20 - 23, 2014 Hyderabad, Andhra Pradesh, India		January 31- February 3, 2015 Brazzaville, Congo

Applications will be available four months prior to the event. Because of the high number of applications received by the association, acceptance into the institutes is not guaranteed. Please note that a non-refundable participation fee of US\$95.00 will be required to offset these costs for all institutes. This fee will be due no less than four weeks prior to the institute start date.

A list and brief description of the subjects covered at each of the three types of institutes, as well as a sample schedule of events for each institute can be found on the [LCI website](#).



**FDI Graduates
Istanbul, Turkey
November 4-7, 2013**

- 102E, Switzerland, Jean-Pierre Gagnebin
- 103CS, France, Gerard Jacquet
- 103SE, France, Christiane Marie Fabre Loisel
- 104 J, Norway, Reidar Elnan
- 105A, England, Kadambari Shah
- 106A, Denmark, Jorn Vangkilde
- 107N, Finland, Antti Forsell
- 108TA2, Italy, Anna Dessy Zanazzo
- 108YA , Italy, Alba Maria Lucia Capobianco
- 110AN, Netherlands, Elisabeth Haderer
- 111MS, Germany, Franz Ladwein
- 112D, Belgium, Pierre Bracaval
- 115CS, Portugal, Carlos M Torres
- 117A, Greece, Ourania Mavroyianni
- 117B, Cyprus, Georghios Stasoullis
- 118E, Turkey, Tayfun Turkalp
- 118Y, Turkey, Hulya Arikok
- 120, Estonia, Raivo Kokser
- 121, Poland, Krzysztof Jeske
- 124, Romania, Benedict Ancar



**Tunis, Tunisia
February 2-5, 2014**

- 352, Egypt, Mahmoud El Maghraby
- 403A2, Benin, Louis Fidegnon
- 403A2, Benin, Claude Bertin Wankpo Sonon
- 403A2, Togo, Ahlonoko Koffi Tobias Bruce
- 403B, Cameroon, Alice O. Kingue Eked
- 403B, Cameroon, Sophie Ben Roosalem
- 403B, Cameroon, Charlotte Ekokaka Nsom
- 403B, Madagascar, Chantal Dixneuf
- 403B, Madagascar, Leon Kai Fong Manana
- 403B, Reunion, Patrick Herve
- 404A1, Nigeria, Moshood Olugbani
- 404A2, Nigeria, Uno Ijim Agbor
- 404A2, Nigeria, Ekpe Nta Bassey
- 404B, Nigeria, Idowu Omolola Anobili
- 411A, Kenya, Lawi S Njeremani
- 411B, Uganda, Geoffrey B. Mwesigwa
- 412, Zimbabwe, Eric Musesengwe
- 412, Zimbabwe, Alva Mandizvidza Senderayi
- 414, Tunisia, Slim Ghalloussi



Global Leadership Team Structure Change



Our International Board of Directors recently approved a change to the GLT structure, effective in the 2014 Lions year. During the first full three year GLT term, a challenge was identified where an individual GLT area led by a GLT Area Leader, or an individual special area led by a GLT Special Area Advisor, is comprised of less than two multiple districts. While the GLT coordinators at the multiple district level are considered valuable members of both initiatives, there is a redundancy of responsibilities and confusion of accountability between the GLT Area Leader or Special Area Advisor and the GLT-MD Coordinator.

After thoughtful consideration, the following revision to the GLT structure was approved:

- Beginning with the new GLT term, the GLT-MD Coordinator position will continue to exist only in multiple districts assigned to GLT areas or special areas comprised of two or more multiple districts.
- In the multiple districts assigned to GLT areas and special areas comprised of less than 2 multiple districts, the GLT Area Leader or GLT Special Area Advisor will assume responsibility for leading the GLT efforts at the multiple district level. No GLT-MD Coordinator will be appointed.
- The GLT-D coordinators in multiple districts with no GLT-MD Coordinator, will work directly with their respective GLT Area Leader or Special Area Advisor on an action plan to implement their district's leadership training agenda.

We look forward to working with the new 2014 GLT. If you have any questions regarding the new GLT structure please email us at globalleadershipteam@lionsclubs.org

Global Leadership Team 2014-2017 Coordinator Appointments

The first, full three year term for our GLT coordinators is drawing to a close. We commend the GLT-MD and GLT-D coordinators for their tireless efforts and commitment to leadership training.

In order to continue the leadership efforts we are requesting the appointment applications for the 2014-2017 GLT coordinator positions at the multiple district, single district and sub-district levels be sent to LCI by May 31, 2014.

The Council of Governors in consultation with the Council Chairperson and respective GLT Area Leader is responsible for appointing the GLT-MD coordinator (where applicable)

for the upcoming three year term. At the single district level, the District Governor Team, in consultation with the respective GLT Area Leader and/or Special Area Advisor, is responsible for appointing the GLT Single District Coordinator for the three year term. The GLT-D Coordinators at the sub-district level are appointed by the District Governor Team in consultation with the GLT-MD Coordinator and respective GLT Area Leader and/or Special Area Advisor.

As GLT appointments are for a three-year term (subject to annual confirmation), it is critical that these selections are made in a thoughtful, collaborative manner. GLT appointment applications are located on the [District Resource Center webpage](#) under Global Leadership Team.

The GLT strives not only to identify and develop future Lions leaders, but also to train, educate, mentor and motivate existing leaders. The efforts of the GLT will ensure our association's future vitality by expanding the pool of skilled Lions leaders and enhancing our ability for effective succession planning.

For additional information, please visit the [GLT web page](#), or email us at globalleadershipteam@lionsclubs.org

Webinars Focus on "Follow Your Dream"



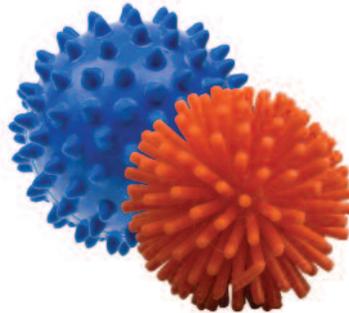
In concert with International President Barry Palmer's theme of *Follow Your Dream*, the Leadership Division conducted a series of webinars focused on how Lions at various points in their leadership journey can continue to follow their leadership dreams. In February, "*The Dream Continues: Lionism as a Past District Governor*," discussed possible roles a Past District Governor could pursue that are both personally satisfying and that further the mission and goals of LCI. In March, "*You've Been Club President... What's Next*," examined leadership positions beyond the club level. The third webinar in the series, "*Do You Want to be a District Governor*," educated aspiring Lions on the roles and responsibilities of the district governor position while encouraging them to think strategically about their leadership development path. In all, an estimated 700 English and Spanish speaking Lions participated in these interactive online training sessions.

We look forward to another year of strong growth of LCI online learning. As always, keep abreast of the latest webinar developments at [webinars registration page](#), and register today for the last webinar of this year, Conflict Resolution.



Training Tool - Fiddle stuff

Having an assortment of tactile toy type objects or “fiddle stuff” on the table in front of the Lion trainees can enhance the learning that occurs. Some experts say that it is part of the “brain friendly” learning movement. Others might say that it enhances the attractiveness of the training environment; helping Lion trainees relax and become curious about the training session - making them more receptive to learning. Another point of view is that tactile objects are needed to keep the attention of the kinesthetic style learner. Using varied methods during training will accommodate different learning styles in your Lions trainee group. Consider getting some “fiddle stuff” like bendable objects, pipe cleaners of different colors, koosh balls or small stress balls, or a block chain with movable links.



In addition to the reasons mentioned above these objects could provide supplies for activities that contribute to the success of a Lions training session.



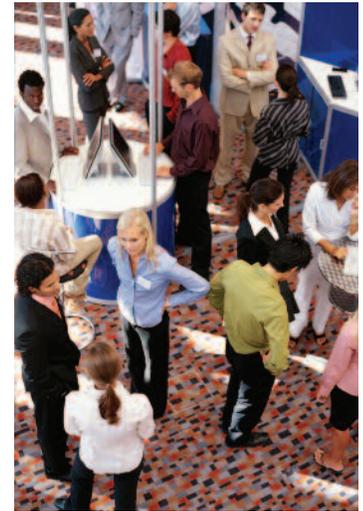
- A creative brain warm-up activity, where participants are asked to brainstorm as many uses for one object as possible in a short time period, establishes a welcoming climate for expressing and sharing ideas.
- An energizer that includes physical activity like tossing the koosh ball between session participants which increases blood flow of oxygen to the brain which has a positive effect on attention and learning.
- Use the objects to select teams or form groups, by having everyone take an object from the collection on their table. Those with matching items form a team/group. It’s an easy fun way to move the participants around and form groups for a training activity.

As you can see there are a variety of reasons that you should consider adding “fiddle stuff” to your training tools. Not only to engage the participants as soon as they enter the room, but as ready supplies for some activities that meet your trainees needs during a training session. Seeing the objects on the table also sends a message to the Lions that this session will be more than watching a PowerPoint and it could be FUN!



Bright Idea

During MD-201’s November 2013 Regional Lions Leadership Institute, GLT- MD Coordinator Past District Governor Tim Irvine reports that a “trade show” was held, allowing participants to showcase one of their club projects. The participants were advised in advance to prepare a visual display of a club project, and each display was set up like a “trade show”. Participants circulated through the collection of displays, learning more about each along the way. According to GLT- MD Coordinator Irvine, “It was amazing to see the efforts some people put in to preparing their display; you could see the pride they had in their projects.” What a Bright Idea to share a variety of ideas with fellow Lions while promoting pride in your club’s service activities.



We want to hear from you!

Our objective with The LEADER NETWORK is to provide you, our GLOBAL Leadership Team, with information and ideas you can use in your training and 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 (August 2014) please let us know. Your comments will be welcomed at leadership@lionsclubs.org.

The true test of success is succession.
(Author Unknown)