The Best Year
Your Post Ever
Had
The Challenge of Leadership
To Identify -and Maximize- Your Resources
Leadership
The ability to get things done with and through others
Create a Positive Leadership “Environment”

**Brand** Your Post as Something Special!

- quality
- consistency
- loyalty
- identifying slogans & images
- affiliation
- spokespeople
Proud Partner: GEICO

Our partnership with GEICO – AZA's first Proud Partner – features a **traveling Gecko exhibit** appearing at AZA-accredited zoos and aquariums in the U.S., contributions to wildlife conservation, GEICO participation on AZA's Earth Day Party for the Planet, and special in-person and national television appearances by the Gecko on behalf of his wild cousins.
A SHORT STORY ABOUT GROWING UP WITH AN UNFAIR ADVANTAGE.

Polio.

As one of the last American children to contract polio, Jeffrey Galpin grew up in a world of iron lungs and body casts, alone with his imagination. His story would be dramatic enough if it was just about his battle with this dreaded disease.

But Jeffrey Galpin did more than survive polio. He went on to a list of achievements in medical research—including being the principal investigator in applying the first gene therapy for HIV/AIDS.

Dr. Galpin actually credits his own incurable condition for giving him the focus that made him so passionate in his research. His story leaves us with two of the most contagious messages we know. Don’t give up, and remember to give back. If Dr. Galpin’s story inspires just one more person to make a difference, then its telling here has been well worth while.
To provide key support and information that will always be important, useful, and indispensable to fire fighting leadership.
To provide key support and information that will always be important, useful, and indispensable to fire fighting leadership.
Subscription Renewal Notice

Membership subscriptions are to rise by £2 this year, the first rise in nearly a decade. Members are advised to get their subscriptions in as soon as possible as we’re currently dealing with a backlog in applications after a huge rise in interest in thongs after Peter Goyle’s excellent series of documentaries.

From October 2006, a year’s membership to the society is now £22, which includes two copies of The Thong.
**Thong Recommendation: Giggleberries**

We at the British Thong Society don't normally promote the products of third parties. We are an independent body for independent bodies. However, when we are contacted by people politely asking us to direct members their way, we are happy to do so. So, please feel free to click on the image below and take a look at the excellent range of thongs available from the people at Giggleberries.

---

**Committee Selects Presidential Material**

After a record number of nominations, the executive committee of the British Thong Society has decided to ask Mr. Chip Dale to become our new honorary president. Mr. Dale has had a highly prolific career as a dancer in Wales, twice being awarded the Golden Thong. The committee made specific reference to the way Mr. Dale has conducted himself, displaying the highest qualities as both a man and a professional in furthering the cause of thong wearing in the UK and abroad.

---

The British Thong Society was established in 1912 by Sir Henry Peel, who during his travels in the East, discovered the real and practical benefits of wearing the G string. The society soon had a select membership which included H.G. Wells, George Bernard Shaw, and polar explorer Captain Scott. Over the years, the Society has run events promoting thong wearing across the UK and in 1988 played host to the Duke of Edinburgh at the Society’s club in London.

The Society continues its activities, many of which are charitable and help the underprivileged. We donate over 3000 thongs to the poor each year and have recently opened offices in New York and Los Angeles, hoping to export our message across the globe.

Contact the British Thong Society

You can visit us at our London club but should first approach us through email via the club secretary, Miss Samantha Peel. Access to the club is restricted to members only.
Dude, we totally forgot our slogan.

American Medical Marijuana Assn.
Create a Positive Leadership “Environment”

Brand Your Post as Something Special!

- quality
- consistency
- loyalty
- identifying slogans & images
- affiliation
- spokespeople
MAKING USE OF MY ABILITIES
FRINGE BENEFITS
A FEELING OF ACHIEVEMENT
A SENSE OF ACCOMPLISHMENT
PAY
A FEELING OF BELONGING
DOING CHALLENGING WORK
A SENSE OF COMPETENCE
RECOGNITION FOR GOOD WORK
APPRECIATION FROM OTHERS
JOB SECURITY
PROMOTION AND ADVANCEMENT
MAKING USE OF MY ABILITIES 5
FRINGE BENEFITS 12
A FEELING OF ACHIEVEMENT 7
A SENSE OF ACCOMPLISHMENT 1
PAY 3
A FEELING OF BELONGING 9
DOING CHALLENGING WORK 6
A SENSE OF COMPETENCE 8
RECOGNITION FOR GOOD WORK 2
APPRECIATION FROM OTHERS 10
JOB SECURITY 4
PROMOTION AND ADVANCEMENT 11
<table>
<thead>
<tr>
<th>Factor</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making Use of My Abilities</td>
<td>5</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>12</td>
</tr>
<tr>
<td>A Feeling of Achievement</td>
<td>7</td>
</tr>
<tr>
<td>A Sense of Accomplishment</td>
<td>1</td>
</tr>
<tr>
<td>Pay</td>
<td>NOT!!!</td>
</tr>
<tr>
<td>A Feeling of Belonging</td>
<td>9</td>
</tr>
<tr>
<td>Doing Challenging Work</td>
<td>6</td>
</tr>
<tr>
<td>A Sense of Competence</td>
<td>8</td>
</tr>
<tr>
<td>Recognition for Good Work</td>
<td>2</td>
</tr>
<tr>
<td>Appreciation from Others</td>
<td>10</td>
</tr>
<tr>
<td>Job Security</td>
<td>4</td>
</tr>
<tr>
<td>Promotion and Advancement</td>
<td>11</td>
</tr>
<tr>
<td>Factor</td>
<td>Value</td>
</tr>
<tr>
<td>-------------------------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Making use of my abilities</td>
<td>5</td>
</tr>
<tr>
<td>Fringe benefits</td>
<td>12</td>
</tr>
<tr>
<td>A feeling of achievement</td>
<td>7</td>
</tr>
<tr>
<td>A sense of accomplishment</td>
<td>1</td>
</tr>
<tr>
<td>Pay</td>
<td>NOT!!!</td>
</tr>
<tr>
<td>A feeling of belonging</td>
<td>9</td>
</tr>
<tr>
<td>Doing challenging work</td>
<td>6</td>
</tr>
<tr>
<td>A sense of competence</td>
<td>8</td>
</tr>
<tr>
<td>Recognition for good work</td>
<td>2 &amp; 3</td>
</tr>
<tr>
<td>Appreciation from others</td>
<td>10</td>
</tr>
<tr>
<td>Job security</td>
<td>4</td>
</tr>
<tr>
<td>Promotion and advancement</td>
<td>11</td>
</tr>
</tbody>
</table>
Recruit the Right People the Right Way
Do Some Effective Leadership Orientation
Putting the Best Leadership Team Together
1. Have a **PLAN** for leadership succession, not a **PRAYER**.
2. Use **TERM LIMITS** as one way to **INSTITUTIONALIZE** some leadership turnover.
Mind the Gap

The Generation Gap
If you are in a profession you should support your professional organization because -

It’s the right thing to do!
3. You know what’s coming, so find a place for those “experienced” groups of leaders.
I went to the doctor with fluid on the knee and he said "You're not aiming straight"
Ways to Engage Older Members

- Liaisons
- Writers
- Speakers
- Mentors
- Recruiters
- Planners
4. At the same time, be prepared to answer the five basic leadership questions YOUNGER MEMBERS will have.
Five Questions Young People Ask Before Volunteering

What is expected of me?
What training will I get?
How much time is involved?
How many others have volunteered?
Has anyone like me already volunteered?
What is Your Post Doing to Attract Younger Members?
Find ways to use TECHNOLOGY to engage your members (especially younger members).
Remember—people are unlikely to get involved until they get engaged.
How do you define ENGAGEMENT?
“Engagement”…
“Engagement”…
“Engagement”…
Engagement

1. An agreement to be married

2. The state of being engaged: Emotional involvement or commitment
engagement

“When you pay attention to the details of the situation you are in.”
Engage Members by Asking Their Opinion

3-2-1
5. Don’t let your Post’s structure be a BARRIER to
6. Organize by OUTCOMES
7. Be sure to consider CULTURAL differences as well as GENERATIONAL differences.
8. Set your leaders up for success by providing LEADERSHIP TRAINING.
9. When it comes to getting people to commit to leadership, the **WHO** is just as important as the **HOW**
Leadership

The ability to get things done with and through others
Effective Leadership

The ability to get a LOT of things done with and through others
The Value of Committees
combined expertise
various viewpoints
buy-in/ownership
training ground for future leaders
delegation
BETTER DECISIONS
Committee Drawbacks

SLOW

invites conflict

can lead to riskier decisions

(group accountability vs. individual)
Use The Agenda to Set Up a Successful Meeting

A **GOOD** Agenda Can Help in Several Ways

1) It focuses the meeting content
2) It helps promote attendance
3) It helps members prepare to participate
4) Once the meeting starts, it’s a management tool for the Chair
Capital Region Post, SAME  
Board of Directors Meeting  
November 28, 2018

Purposes: The purposes of this meeting include:
- Approving the Post budget for 2019  
- Making a final recommendation on the Silent Auction rules  
- Acting on recommendations from the Membership and Program Committees  
- Determining who will represent the Post at the SAME Annual Meeting

AGENDA

Opening remarks ..........................Bill Smith, President  
Previous Minutes *.....................Ellen Jeffries, Secretary  
Financial Report .........................Liz Jones, Treasurer  
Old Business  
  a) Annual Meeting representative*  
  b) Final report from CE Committee

*denotes action needed
<table>
<thead>
<tr>
<th>BEHAVIOR/ACTION</th>
<th>POSSIBLE REASON FOR ACTION</th>
<th>SOLUTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talking too much; dominating the meeting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Argumentative or defensive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Side conversations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Won’t talk</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personality clashes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
consensus

1. General agreement or accord
2. Majority of opinion

True consensus

Everyone agrees to support the decision once it’s made!
integrity

firm adherences to a strict code of behavior or values

integrity

what you do when no one is looking!
10 Things You Can Do to Make This the Best Year Your Post Ever Had
1) Let Them Make Ice.
DELEGATION is a leadership skill
Oprah Winfrey

The queen of daytime, now 24/7

By Ted Turner

This September, the show that has transformed daytime TV and inspired, improved and changed the lives of people around the world will wrap its 25th and final season.

I have always admired independent thinkers, those with the courage, faith and intuition to forge their own ways. In business, these pioneers take calculated risks; care less about bottom lines and more about ideas and innovation; and are intent on bettering the world along the way. Oprah, 57, defines this approach. She has not only made it to the top with the cards stacked against her, but she has also made extraordinary contributions to our global community through her philanthropic efforts.

CNN revolutionized the news based on a good idea, good people and a lot of inspired guesswork. Under Oprah, the OWN channel is primed to combat the tabloid programming we've become accustomed to with smart, enlightened, informative content.

I have often said that if women ruled the world for the next 50 years, we'd all be better off. I have a feeling that with the possibilities at Oprah's fingertips, we may be one step closer.
2) Try to Be More Like OPRAH
LISTENING is a leadership skill
3. Realize That Not Everyone Does Things the Way YOU DO.
TYPE A  
(LEFT BRAIN)  
- verbal  
- analytical  
- processes information sequentially  
- looks at pieces first

TYPE B  
(RIGHT BRAIN)  
- visual  
- intuitive  
- processes information simultaneously  
- looks at whole first

Roger W. Sperry  
Nobel Prize Winning  
Pyscho-biologist
NEGOTIATING is a leadership skill
4) Give in to the Fact That TECHNOLOGY Rules
Using Technology Effectively is a Leadership Skill
5) Never Underestimate the FUN Factor
Great ‘Quirky’ Idea?

**Have A Benefit Tournament**

- The Association of Corporate Counsel (ACC) have an annual competition in March where they had members voting for the associations best benefit – which do they find most valuable
- Designed to highlight what the association offers and engage members
- Assign various staff each benefit – they record a video on why members should vote for that benefit
- Member with the most accurate prediction gets $400 voucher
- Creates a real buzz because people get enthusiastic and have fun
- The members asked **for it to be repeated again**!
- More people participated in the 2nd year, visited the web site and talked about it in the associations’ forum
- This year’s winner was the **in-house job line**
Hold a Class Reunion at Your Annual Meeting
CREATIVITY is a Leadership Skill
6) Figure Out How to Draw a Picture of....
Being VISIONARY is a Leadership Skill

I AM A VISIONARY.
7) Really, Really Feel Their PAIN.
empathy
understanding another’s feelings or motives
leadership empathy
they believe you understand their situation
Why Do People Join, Stay, and Take On Leadership Roles in SAME?
Why Do People Join, Stay, and Take On Leadership Roles in SAME?

It’s the only place they can go where they don’t have to explain what they do for a living!
Having Empathy is a characteristic.

Communicating Empathy is a leadership skill.
8) Put More OR’s in the Water
ENGAGING OTHERS is a leadership skill
9. Be Aware of the LIVES You TOUCH
RECOGNITION
is a leadership skill
10) Learn How to Give the GIFT of LEADERSHIP
The Gift of Leadership

What You Take Away
-and USE-
From Your Leadership Experience
Leadership

The ability to get things done with and through others
Effective Leadership

The ability to get a LOT of things done with and through others.
Exceptional Leadership

The ability to initiate change with and through others.
Leaders make things possible. Exceptional leaders make them inevitable.

— Lance Morrow —

AZQUOTES
The Goal of the SAME Post Leaders Workshop: Developing Exceptional Leaders
FWIW
for what its worth

FWIW

forgot where I was
LMBO
laughing my butt off

LMDO
laughing my dentures out
TTUL

Talk to you later

talk to me louder
ROTFLUS

rolling on the floor laughing and unable to speak

ROFLACGU

rolling on the floor laughing and can’t get up