

LEADERSHIP DEVELOPMENT COMMITTEE
MINUTES OF CLOSED/OPEN MEETING
Norfolk, VA
6 September, 2007

The meeting was called to order at 1500 by R/C Harold N. Zitter, JN.

Members present:

Stf/C Peter Hames
P/R/C Patricia Armstrong
P/D/C Read Backus
P/C Douglas Heussner
P/D/C Robbie Jarrell
P/D/C Kenneth Harding
P/R/C Ina Fay Zitter

Members absent

P/D/Lt/C Richard Davis
P/D/C Elaine Keller
P/D/C Bradley Peters
P/Stf/C Carolyn Sanislo

Visitors:

P/R/C Edwin Kridler (D/26)
D/C Arthur Kimber (D/14)
Cdr Per Knudsen (Tokyo D/13)
D/Lt Margaret Barber (D/22)
D/C Robert Barber (D/22)
Mary Harding (Ft. Lauderdale D/8)

D/C Chuck Peterson (D/28)
Cdr Maureen Samuels (Louisville D/24)
Lt/C Dewey Lybecker (Bellevue D/16)
D/Lt/C Ronnie Mann (D/13)
Cdr Joe Ruggierri (Sewanhaka (D/3)

Cdr Zitter opened the meeting, greeting all the committee members and visitors. He explained the new format of this and possibly future meetings. With the national G/B being changed from three meetings a year to two, it effectively eliminated the “open meetings” traditionally held on Friday. Therefore, Although this is our normally “closed meeting”, we will spend the first 45 minutes or so discussing committee business, then open it up to all visitors for questions, comments and discussion.

- Cdr Zitter introduced all committee members present and gave a general overview of what we, the committee, have been doing since we last met six months ago.
- Our website is now up to date, P/Stf/C Carolyn Sanislo has it pretty well conforming to national guidelines and we are still maintaining our format.
- The survey of the districts and squadrons concerning modules 1, 2, 3, and 4 has resulted in having Brad Peters examining the Operations Training Manual for obvious corrections with an eye to further re-vamping the manual.
- Calendars have been developed for districts and squadrons which have national guidelines embedded and which can be customized and distributed to the members and/or districts/squadrons up and down the line,
- PowerPoint Presentations have been made for the Chief’s’ Rep. To be used at district conferences.

Cdr Zitter explained an action of the Operating Committee whereby the Planning Committee has put together a program which they call "Leadership Development" and have written a manual for this purpose. The thrust of this effort is "training trainers, to train trainers to train". He emphasized the fact that this is being presented by the Planning Committee and it is being called "Leadership Development". He further stated that our committee was not consulted or advised about this project, has no involvement with it, nor were we asked to participate in the program.

COMMITTEE REPORTS:

Stf/C Pete Hames went into further depth concerning the Planning Committees' program and made several comments concerning his opinion of the viability of that program.

Stf/C Hames reported that he has completed the third PowerPoint Presentation in the series for the Chief's Rep. to present entitled, "The True Essence of Leadership". We have now combined our three PowerPoint Presentations: "Leadership vs. Management", "10 Ways to get the Best out of your Squadron" and "The True Essence of Leadership" onto one CD and have taken speakers' notes and combined them into one Presenters' Guide or Student Guide to be used as a supplement, or addition or replacement for the current Leadership Development manual. He has prepared packets for each district commander and they will be distributed at the EXPO or by mail.

Cdr. Zitter called on P/D/C Ken Harding to discuss the statistics which brought about the rationale for this new approach to the Leadership Development manual. There were 153 completions in eight months last year, and 59 in the same period this year. He stated that this can't get worse, and a new approach can only help.

Stf/C Hames spoke with Richard Davis who is just out of the hospital and is continuing to work on "Job Descriptions" with his sub-committee. Robbie Jarrell and Brad Peters were asked to contact him and offer him any assistance on the project in addition to those members already assigned.

P/R/C Pat Armstrong reported that she has been in contact with the editor of "The Ensign" on several occasions and it is very difficult to get anything published concerning committee activities in "The Ensign" as well as the "Compass". Pat has called each of her assigned districts to discuss leadership, and it appears that they knew nothing about the "Compass", although she pointed out to them that there was a nice "blurb" concerning this committee in the issue detailing the Norfolk EXPO.

P/D/C Read Backus reported being in contact with his districts, expressed his hope that national could get the Commanders' Kits out earlier, perhaps as early as August. Read was given the task of further contacting headquarters with a request that the District and Squadron Calendars be put on a disc and included in the Commanders' Kits.

V/C Frank Dvorak entered the room during this discussion, was apprised of the need to get the Calendars on discs and included in the Commanders' Kits. He stated that he would look into having it done.

P/D/C Ken Harding concluded his report with comments on Module 4 of the O/T Program. This led to a discussion of the O/T Program and tied to Brad Peters' reviewing the program with regard to its update and possible complete revision. This started a lively discussion of Module 4, its value and whether it is being utilized by the membership. This subject should be continued, when Brad Peters reports on the O/T Manual in its entirety at the Dallas meeting.

Cdr Zitter discussed the EXPO on Saturday morning, described the contents of the booth and what we will be attempting to do in presenting "Leading the USPS into the Future". Members were assigned to insure coverage of the booth at all times. He then opened the meeting to all in attendance.

An open discussion with visitors dealt with how to get the word out with Leadership and the O/T Program; how to get people to participate. It was emphasized that the LD program and O/T were not part of the Education Department and that any effort to combine O/T with the basic boating courses would be counter-productive.

In discussing the annual awards, it was the unanimous consensus of visitors and committee members that substituting framed certificates for the O/T annual awards would serve the same purpose of the plaques awarded in the past. This will be carried out at the Dallas Governing Board.

Meeting was adjourned at 1650.

Respectfully submitted

P/R/C Ina Fay Zitter, JN
Interim secretary