

Leadership

or

***“Why Won’t They Do What I
Want?”***



Possible Reasons

- ***Can't Read Your Mind***
- ***Haven't Sold the Idea***
- ***Why Should They***
- ***Don't Understand What to Do***
- ***Need Further Direction***
- ***Need Others to Help***

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Some of the possible reasons might be:

"They" can't read your mind – just because you know them so well, doesn't mean they anticipate what you want to do.

"They" might not have bought into the idea – it might be a great idea BUT YOU have to convince them

"They" may not have figured out what to do – be clear and concise

"They" may need more information to complete the task

"They" may need more help

The Obstacles

- **The *WHEN's***
- **The *TRIED's***
- **The *NOT's***
- **The *WANT's***

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Here are just some of the obstacles

The When's, the Tried's, the Not's, and the Want's

The WHEN Obstacle

or the ***“When I Was ...”***,

- ***“They” did what they were supposed to do***
- ***“They” knew how it was done***
- ***“They” followed the Ops Manual***
- ***“They” wanted to help***
- ***“They” didn’t want to just have fun***
- ***“They” (Fill in the Blanks)***

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The WHEN Obstacle or “WHEN I WAS” ...

“They”

did what they were supposed to do.

knew how it was done

followed the Ops Manual

really wanted to help

didn’t just want to play or have fun

Have the workshop do a few “Fill in the Blanks”

The OTHER Obstacles (Cont'd)

- **The “TRIED’s”**
We “TRIED” that and it didn’t ...
- **The “NOT’s”**
It’s NOT USPS or “US”
- **The “WANT’s”**
Daytime Nighttime Past Events

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The OTHER Obstacles or the “TRIED’s”, the “NOT’s” or the “WANT’s”

We TRIED that And it didn’t work – Give an example of something that failed in the past that was tried again and succeeded – a potluck, or a rendezvous or a membership idea.

It’s NOT USPS or “US” – image of trailering or paddlers versus the “big” boats

Sometimes people want just the opposite of what is offered – they want Daytime events when a Nighttime event is offered.

Or a Past event like a band and dinner dance or a catered event or something at someone’s home.

WHY Won't THEY ...

- ***Take Courses***
- ***Come to Events***
- ***Become Involved***
- ***Take Leadership Positions***

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How does this all fit with their taking courses? Or come to an Event or Get Involved or take Leadership Positions?

BECAUSE ...

- ***Don't see the NEED***
- ***Not enough TIME***
- ***Nothing INTERESTING***
- ***How does that benefit ME***

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Just some of the possible reasons are:

If they don't see the NEED (Communications)

Maybe they don't have enough TIME (Have to Sell the idea)

Is it INTERESTING? (Communications, Selling)

What's in it for ME? (Communications, Selling, and Altruism)

*Is it the **ISM** Culture?*

- **ISOLATIONISM** – Protected from “things around them” – **OUTSIDE World** is electronically connected
- **CONSUMERISM** – If it doesn’t work buy a new one
- **INDIVIDUALISM** – **EVERYONE** wants to be a **STAR!**
- **ME – ME’ISM** – Satisfy **ME NOW** – Immediate Gratification!

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Think about the world we live in. Although we are technologically advanced we’re isolated from one another and connect “ELECTRONICALLY”

We’re consumers – we don’t fix things anymore – we buy new

We are individuals – although we want to be with a group – we still want to shine.

We’re very impatient – we want the dessert now – not the meal.

Why People Volunteer

- ***Contribute to the Community***
- ***Learn or Use New Skills***
- ***Develop New Relationships***
- ***Have a Sense of Accomplishment and Self-worth***
- ***Meet Outside Requirements***
- ***Challenge Themselves***
- ***Work for a Cause***
- ***Be Recognized for their Abilities***

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Since USPS is a truly volunteer organization, let's talk about some of the reasons people volunteer.

The major one is to contribute to the community

But some want to learn or use new skills or develop new relationships

Have a sense of accomplishment and self-worth

Maybe there is an outside requirements – a job requirement or

Sometimes people want to challenge themselves

Or work for a cause – Habitat for Humanity – help in a disaster

Sometimes it allows people to be recognize for their abilities.

*AND the **BIG** Reason IS ...*

MOTIVATION

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But what ever underlying reasons – people need to have MOTIVATION

What is Motivation?

No great trick ...

***Simply find out what people **like to do**
usually what **they CAN** do well —
and then **LET them DO IT!*****

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We all understand the word Motivation but

If you find out WHAT they LIKE TO DO (usually what they DO WELL) and then LET them DO IT!

Motivation is like:

- ***Winding a Watch*** – it takes a few minutes to wind but can run by itself for days
- ***A Shot of Adrenaline*** – When your energy is low, it gets you over the obstacles
- ***A Special Flower*** – it blooms with care and dies with overworking
- ***A Bouncing Ball*** – it needs a hand to keep bouncing

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Motivation is like Winding a Watch; a Shot of Adrenaline; a Special Flower; or A Bouncing Ball

Don't like these examples? Use your own – like different motivations for a very small child to an older teen

Motivated VOLUNTEERS

*Understand and Value the **Payoffs**.*

Four methods of motivating people:

- 1. Provide a *Reason* to participate.**
- 2. Provide *Recognition*.**
- 3. Provide clearly defined and well communicated *Goals*.**
- 4. Conduct *Stimulating* meetings.**

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Methods of motivating people are:

Provide the REASON to participate

Provide RECOGNITION – really important

Provide GOALS

Conduct STIMULATING (Interesting) meetings

Motivation is a Very Individual and Internal Concept

Motivation is a person's drive to satisfy one of *their* needs – *BUT* it's a *two-way* street.

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Although MOTIVATION is very individual and internal, it is a TWO WAY STREET

Two Way Street of the Highly Motivated Organizations & Volunteers

Organizations Accomplish:

- Goals
- Short-term plans
- Teamwork
- Payoffs for the organization

Volunteers Receive:

- Recognition
- Interesting jobs
- Responsibility
- Achievements

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Organizations Accomplish and Volunteers Receive

So What's Next?

- **Take it slow**
- **Talk to people – Be creative**
- **Find their interests – talents**
- **Make them feel appreciated**
- **Develop strategies and goals**
- ***They absolutely CANNOT read your mind!***

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What's Next

Slow, Talk, Creativity, Interests, Talents

Appreciate them, Develop those Strategies and Goals

They Absolutely CANNOT read your mind!

Remember

***People will forget what you said
People will forget what you did
But people will never forget how you
made them feel***

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The BEST ADAGE – How YOU made them feel

Questions ????

Thank *YOU* For Participating!

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