Leadership

or

“What Won’t They Do What I Want?”
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

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)

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

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

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

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

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!

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; 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.

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.

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

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

The BEST ADAGE – How YOU made them feel
Questions ????

Thank YOU For Participating!