

LEADERSHIP AND MOTIVATION

Summary of the discussions at the seminars given at the Inner Wheel Convention at Christchurch May 2006 by

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The number of people who attended the seminars were approximately 100 per session.

Leadership

Inner Wheel needs charismatic, enthusiastic leaders with an eye and ear for her members.

A good leader inspires her members to take positions in her club by being a good example, motivating them and focussing on their talents.

To achieve this she needs to know the members of her club: a person who could be a perfect secretary might not be a good treasurer.

If a leader is emphatic, approachable, pragmatic and knows how to communicate she will be an asset to her club or district.

Be positive and try to stimulate members to take part in the activities organised by the club.

Be a “come on” person rather than a “go on” person. Use your sense of humor.

Be honest, clear in what you want, open about it and consistent in your actions.

Do not be afraid to speak out.

A leader cannot assume power from her title, but it certainly helps. She should however honour her position by her words and deeds and keep in mind that she is still a normal member of her club.

Remember: Imposing, bossing and pressuring never works.

Teamwork

A good team is essential. A good team radiates joy and motivates others to join.

A leader should delegate, but still be the “primus inter paris” . The first among the others.

Be open to ideas from the members of your team and give them a chance to contribute, but be decisive and take responsibility.

If a leader shows that she believes in and has respect for the members of her team it will work wonders.

She should share the credits with the others and take the blame when something goes wrong.

Mistakes can be made, but be honest about them and do not repeat them.

Problems

If problems arise between members try not to take sides, but act as a mediator.

A friendly talk person to person is the best way to solve a problem.

Humor will often help as well as a pragmatic approach.

Women often have difficulty separating issues from persons. A leader should recognise this and be aware of misunderstandings because of it.

Pitfalls

There are pitfalls leaders should be aware of.

Never say: ‘I am right’ or “I have been doing this for so long, I know what I am doing”

Facts are observed differently so nothing IS.

Do not become glued to your chair, but know when to make room for others.

Do not blame others for mistakes you are responsible for.

You are not the Queen, but a member of your club or district.

Motivation

Charismatic leaders are often born this way, but they can be created as well.

Make members feel they belong and recognise their talents. See their abilities and try to find functions in which they can employ these abilities.

Make them see that it is rewarding and fun to be part of a team. They will get to know fellow members in a different way. Working together makes one feel happy and content regardless one's age.

Start by giving them small tasks and ask them to give reports.

Let them feel they can contribute even in small committees. In this way it will be easier to move on to more responsible functions.

Be constructive and positive in your criticism.

If members are afraid to talk to an audience tell them that they are talking to a group of friends.

Make them realise that Inner Wheel is a good school to develop their talents.

Above all show with your leadership that Inner Wheel is worth spending time and energy on, not only for the good cause in your community but also for yourself as a person.

SHOW THEM THAT IT IS A JOY TO BE A LEADER IN A GOOD TEAM WORKING

FOR THE GOOD CAUSE FOR THOUSANDS OF WOMEN AND CHILDREN ALL

OVER THE WORLD. INNER WHEEL IS WORTH IT.

Christien Gazendam-Scholten.

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