

August 13th New Member Meeting – Mentorship Forward.



Thanks to all who came out to mix with and support current members, new Rotarians and guests.



Membership consisted of exchanged ideas on two questions, one from column 1 & its same numbered question from column 2. Then add name on your free lunch form.

Meeting theme was ONGOING GROWTH THAT BENEFITS ALL MEMBERS AND THOSE WE SERVE.



You are welcome to use your own questions. These 2-footed questions ask on personal question and one that relates to Rotary.

Save this free lunch ticket, and exchange it for a free lunch when it is filled.

You should have 17 different names of member that exchanged insights with you from 2 questions with identical numbers.

Engage 17 Rotarians or prospective Rotarians for coffee, lunch, hike, or get-together. In each of 17 encounters address two questions by the same number. Then record other Rotarian's name.

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Your name – _____
 After 17 different meetings, and all questions addressed, submit for free lunch ticket

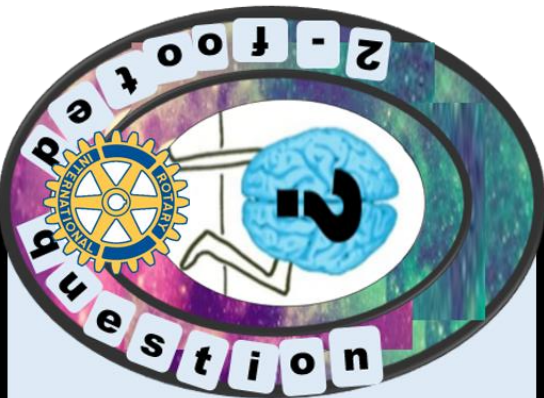


Our August 13th meeting theme was ONGOING GROWTH THAT BENEFITS ALL MEMBERS AND THOSE WE SERVE. We focused on the induction of two new members, and on our ongoing mentorship rollout which involves interactions and supports from the entire Edmonton Strathcona Club. Use reminders below to keep on mentoring.

We were privileged to induct applicants Ryerson Christie, who was recently a Rotarian member in Mexico, and Judith Pinto, an occupational therapist. Our members warmly welcomed both applicants and their guests to the Edmonton Strathcona Rotary community. Thanks also to sponsors Hans Granholm and Jim Peddie!



From brain based research hack 5 and 6 below.



We posed two-footed questions to consider new ways forward that would benefit all, and bring together generations in order to grow our club and serve others together beyond our club.

Six hacks to gain and sustain new members while building stronger clubs?

Our basal ganglia locks us into habits and routines, while working memory equips us to take risks, play with new ideas and innovate.

Hack 1: Facilitate all members to “Speak up and feel heard about their unique talents and preferences.” Then act on what is learned from this proliferation of diverse voices and capabilities.

Hack 2: Optimize strengths among members and newcomers to take new risks together.

Plasticity rewires our brain to change itself when we take a new approach. Our amygdala stores emotions moods and reactions.

Hack 3: Exchange traditional Rotary talks at times for meaningful interactions across current members and prospective members. The brain changes itself to accommodate new membership growth when we act on new ideas, rather than merely listen to these in passive settings. Diversity is the key to success here, so we want to engage all participants.

Hack 4: Explore the role of our amygdala for maintaining emotional intelligence in the club. For instance the amygdala acts on stored reactions. So each time we act kindly to people around us, we store care as an instinctive reaction in similar settings. The opposite is also true. Arrogant responses to situations will store further arrogance for future responses.

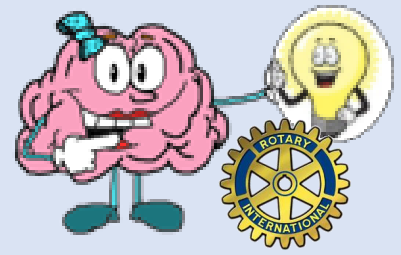
Our brains produce serotonin's chemical of wellbeing when we act in caring ways. Cortisol's toxic chemical fuel stressful actions

Hack 5: Teach one another mutually and across Rotarian and new member differences. In traditional mentorship, most teaching comes from the mentor's voice alone. So there is less opportunity for fresh and novel ideas that bring differences together through mutual contributions from those who are mentored.

Hack 6: Learn from one another in a toxic-free and fun setting. We know stress and typical toxins can plague some stagnant groups – and will shut out change and block new advances, unless these are addressed and corrected. Mind-guides all teach and all learn on a personal and group level.

Complete Guide to a Brain Based Mentoring

Detailed
directions



How to bring together differences, build on talents and cultivate a robust community with
Sponsors and New Members ...

1. Let us know ahead what you expect. Don't keep us guessing what's in your head.
2. Ask and listen to all best ideas on Rotary topics before you settle on yours.
3. Make time frames flexible to fit into busy schedules by organizing involvement ahead.
4. Suggest service preferences and lead with us to serve in places where it benefits all.
5. Welcome and engage new ideas by making time and space to reflect on progress
6. Check off two-footed questions and identify those completed and those still to address.
7. Value each genuine contribution and appreciate offerings with generous thanks.
8. Build on past failures, using mistakes as stepping stones to help lead new directions.
9. Step out and risk new ideas, but help others to shape these into their best fit for all.
10. Teach and learn interactively from others you encounter, especially those who differ.

Roles of New Member using Mentorship Tool

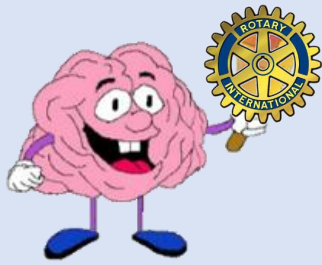
- a. Copy questions from Rotary website
- b. Select a question from each of two pages
- c. Over coffee, walk, or meeting discuss your selected questions with sponsor
- d. Repeat until all questions in each section are communicated and reflected on with your sponsor over a few weeks
- e. Ask additional questions that your sponsor would most like to answer

Roles of Sponsor using Mentorship Tool

- a. Copy questions from Rotary website
- b. Select a question from each of two pages
- c. Over coffee, walk, or meeting discuss your selected questions with new member
- d. Repeat until all questions in each section are communicated and reflected on with new member over a few weeks
- e. Ask additional questions that new member would most like to answer

This mutual mentoring tool, with its 34 + two-footed questions is designed to mutually teach and learn interactively in ways that bring together current Rotarians and new or prospective Rotary members. Its goal is to value treasured Rotary traditions and open windows to welcome and engage robust new ideas from diverse participants within community together.

It is based on decades of new neural discoveries, peer reviewed foundations and will be published in its depth as an 8000 thousand word research chapter in Wiley Publishers, *INTERNATIONAL HANDBOOK OF MENTORING APPROACHES*. The mentor tool has been used in many countries with business and organizational leaders, and now is being introduced by the New Member Committee at the Edmonton-Strathcona Rotary Club in Alberta, Canada. Its research foundations are found on the blog- brainleadersandlearners.com



Mind – Guiding Mentorship Tool for Rotarian Newcomers & Sponsors



Two-footed Questions that Build Appreciation in Rotarian Communities

(Share one, several or all two-footed questions over lunch, coffee or a hike)

1. What three words best describe you?
 2. What things do you like to do most?
 3. What do you already know and admire most about Rotary?
 4. What would you like to learn more about how Rotarians serve?
 5. What makes serving memorable and fun for you?
 6. If you could improve anything about a community, what would it be?
 7. What do you like to get praise for?
 8. When you do something well, how do you like to be appreciated?
 9. What do you wonder a lot about?
 10. What do you value most in people you meet at Rotary?
 11. What key issue do you sometimes worry about?
 12. What is one thing that really bothers you?
 13. What is one thing that really challenges you?
 14. What one thing do you know about you that Rotarians should know?
 15. What service is most critical to our community as you see it?
 16. What can Rotary do to support and care for you well?
 17. What would you like to do to support and care for fellow Rotarians?
 18. Your question ...?
1. What does Rotary do that fits what you care about?
 2. What could our club do better to ensure your active participation?
 3. What Rotary topic would you like to learn more about from this club?
 4. What would you like to teach this club?
 5. What or who could you bring to engage us?
 6. Where is service strong in Rotary for you?
 7. As you see it, where do weaknesses exist?
 8. What Rotary leadership role interests you?
 9. What questions would you ask the board?
 10. How is this Rotary club connected widely?
 11. What do you envision at best meetings?
 12. How do Rotarians define “truth” for you?
 13. What do Rotarians mean by “fair to all”?
 14. What would ignite your participation?
 15. What would your ideal Rotary meeting look like and how could you help make it happen?
 16. Where and when would our meetings help you most to serve others better and in ways you prefer?
 17. What would you like to know more about to help support new members into our club?
 18. Your question ...?

Carry this free lunch ticket in the back of your badge pocket. Or in a place where you will have it here in a few weeks when we gather for another mind-guiding or brain based mentor session.

How many names do you already have of your 17?

Give about an hour for any get-together outside of meetings.

Use follow-up questions to help people articulate their ideas further.

Engage 17 Rotarians or prospective Rotarians for coffee, lunch, hike, or get-together. In each of 17 encounters address two questions by the same number. Then record other Rotarian's name.

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Your name –
After 17 different meetings, and all questions addressed, submit for free lunch ticket

In addition to completing this free lunch ticket with names of 17 fellow Rotarians have fun, while ~

1). Getting to know members and sharing your interests at a deeper and more personal level.

2). Sharing ideas about Rotary that inspire others here to follow our Rotary 4-way test with new zest in service above self.

Most importantly

HAVE FUN!

