



ROTARY NOTARY

CREATING A BETTER TEAM: DR. FRED SHOWS US HOW

Birthdays:

Tom Morris	12/8
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At Rotary Today:

Greeter: Joanne Rogers

**Invocation, Flag Salute,
and Four-way test:**
Robin McGonigle

Special Guest:
Shane Pullman, NAI Martens

Rotary Anniversaries:
Bill McConnell—19 years
Scott Holder—7 years
Drew Rooks—5 years

Wedding Anniversaries:
Schoen and Nancy Fitzgerald—
41 years

Quote of the Week:

It is amazing what you can accomplish if you do not care who gets the credit.

—Harry Truman



Good leaders own up when they've made a mistake or lost a bet! Presenter and Past EWR President Dr. Fred Heismeyer put on an OU Sooners t-shirt during today's meeting after losing a bet with John Hurst. The Sooners beat Fred's team, the West Virginia Mountaineers, 59-56 in a high-scoring football thriller last week.

When you hear the word 'team' what do you think of first? Here in the U.S., most of us think of an athletic team, followed by work, and then family. In other cultures across the globe where Fred has taught, such as China, Ghana, and Poland, students think differently.

Today's presenter, Fred Heismeyer, asked us to think differently about teams and showed us how we can all be more successful team players.

First, promote open communication. Create a safe atmosphere where team members can speak their minds.

Develop a set of common goals. Get buy-in and then share the goals with your team. Be sure to get ideas from the introverts on your team as well.

Commit to mutual and individual accountability. Accept personal responsibility for your actions.

Have mutual trust. Leaders and team members should be able to trust each other.

Create well-defined boundaries. There should be no doubt about what behavior is acceptable and what is not.

Have mutual respect for each other.

Have respect for each other's differences. As a society we focus a lot on physical and economic differences. We should also remember that people have different learning and leading styles.

Be able to settle conflicts before they happen.

Maintain individual self-esteem. Leaders aren't above saying thank you to the members of their team. Team members shouldn't be afraid to say thank you to their supervisors.

Leadership comes from all

different members of the team. Leaders oversee and coordinate the work that needs to be done but they can't do it all themselves. They need good team members to help.

Heismeyer also shared 12 tips for everyone who works on teams. 1. Teamwork is about synergy, meaning that the whole (all of us working together) creates more than the sum of its parts (all of us working individually). 2. Be patient and caring with your team. 3. Assume the best about people. 4. Fix the problem, not the blame. 5. Focus on behavior, not attitude. 6. Establish regular, effective team meetings. 7. Concentrate on the race, not hurdles. 8. Involve the right people in problem solving. 9. Don't break your pick on unsolvable problems. 10. Develop skills and discipline. 11. Know your roles, purpose, boundaries, and resources. 12. Remember, the team is not an end in itself.

TURKEY DELIVERY DAY 2018

Upcoming Events:

December 19—Mark your calendars for the annual EWR Christmas party. This year we'll meet for a luncheon at the Wichita Country Club! Bring your spouse or significant other—this year, EWR buys your tickets! Please RSVP with Kim!

January 9 and 16—We will meet at the Wichita Marriott! This has become a tradition for our club during the weeks that the Wichita Country Club is closed.



Above: This is what 93 turkey dinners piled on the back of a flatbed trailer look like just before EWR members put them in their own cars for delivery to families. Thanks, John McEwen, for always coming through with a truck and trailer to make this happen! **Below:** Teams of EWR members delivered the dinners to people in need. Each team delivered around nine meals, which included turkey, cranberry sauce, potatoes and gravy, dressing, and pie.

A Message from the EWR Foundation

As you review your end-of-year contributions to worthy organizations and causes, please consider supporting our own EWR Foundation. You can make all the difference in the life of a high-achieving local student who dreams of attending college here in Kansas. During the summer we get to meet the students who receive EWR Foundation scholarships. They always impress us with their poise and plans to create a better world. Help us help them!



Another EWR Turkey Delivery Day for the history books. We're not sure when this tradition began but we think it's been a part of our club for at least 15 years. EWR members contributed funds to purchase 93 dinners for people who might not otherwise have been able to celebrate Thanksgiving. Delivery teams met in the parking lot of Hillside Christian Church, whose senior minister, Dr. Bill McConnell, is a long-time member of EWR.

After delivery was over, EWR members, their spouses, and friends gathered at Dempsey's Burger Pub for a mixer to celebrate a job well done and to sip on some satisfying libations just before the holiday season officially kicked off with Thanksgiving. It was one of the most well-attended mixers in recent history!

Special thanks to all EWR members who delivered dinners and to those who made contributions to purchase them. This is a great club tradition!

Next Week:

Former Sedgwick County Commissioner Tim Norton will be our speaker.