

**RLI Graduate Seminar**

**Facilitators’ Manual 2020-2021**

**Transforming Your**

**Rotary / Rotaract Club**

**RLI GRADUATE PROGRAMME AGENDA**

**TRANSFORMING**

**YOUR ROTARY / ROTARACT CLUB**

**Focuses on becoming an extraordinary Rotarian / Rotaractor using the following tools:**

**Session 1: Getting ready to change**

* Being coachable
* Listening
* Valuing different perspectives
* Dealing with the Said and Unsaid
* Transformation
* Language

**Session 2: Creating an Extraordinary Rotary / Rotaract Club**

* Evaluate your club
* What is and isn’t working?
* Creating a “Perfect 10” club
* A future scenario
* Need for action

**Session 3: Are you IN the ‘Game’ of Rotary / Rotaract?**

* Being in the Game
* Integrity – The Heart of Rotary
* Becoming an extraordinary club
* Practice being a “Service Above Self” Rotarian / Rotaractor
* Committing to being an Extraordinary Rotarian / Rotaractor
* The impact ladder

**TRANSFORMING YOUR ROTARY / ROTARACT CLUB**

**Becoming an EXTRAORDINARY Rotarian / Rotaractor For Your Members,**

**Your Community and the World!!**

**FACILITATORS’ GUIDE**

**Session 1 (of 3) Focus: Getting ready to change**

**Introduction – Session 1**

The **content** in this program is different than most traditional Rotary training. It is unique because it is NOT a presentation about what Rotary members should do to change what you are already “doing”. Instead, this course’s content is a conversation about how the people are “being” as Rotary / Rotaract members.

This **program** is not about fixing old problems that exist in our clubs. It’s about creating new possibilities and opportunities for the future success of a Rotary Club. It’s about taking the past and putting it truly in the past and no longer functioning as it did in the past. It’s about the Club creating something new and better for the future.

This course is also about defining **what Rotarians / Rotaractors stand for**, what has meaning for you and how your own personal **integrity**, based around the *4-Way Test*, is important to your Club’s success. Ultimately, it’s about living the motto of “*Service Above Self*” with integrity, dedication and commitment, not just as a Rotary member, but throughout a Rotary member’s entire life. It’s about making an **impact** for others, via humanitarian service for our local communities, for our countries and for the world.

We urge you to read this information carefully and become comfortable with the new concepts contained therein. It’s a new approach to creating EXTRAORDINARY Rotarians / Rotaractors!!

*[= only in* ***Facilitator’s Guide****, not RLI Graduate Participant’s Manual]*

* [**Health and Safety Briefing** – Emergency exits, assemble in carpark, and toilets
* **Programme Briefing**:
* **Participation** (use of technology only for course itself, and timing of course breaks)
* Throughout the day we are talking about **Rotary** clubs, but the same applies to **Rotaract** clubs, so when we mention one, we are including both.]

**Welcome and Acknowledgement**

**Thank you for being here today**. We want to acknowledge you or being committed to the principles of Rotary.

Just by you being here today, having already completed three **Rotary Leadership Institute** sessions, has qualified you to attend this course [and/*or you’re an RLI Facilitator*].

**This course is unique.** It is going to be a different type of conversation than you’ve probably ever had before in Rotary.

Most of our conversations in Rotary ARE about how to “do” things in Rotary. Today, we are going to talk about what it means to “be” a Rotarian / Rotaractor.

As you will see and discover today, there is a significant difference between “doing” and “being”. After all we are all human beings (not doings)! We’ll talk more about that later today.

**There will be new terminology in this course.** We will be defining these new terms and the contexts within which they are contained.

If you have any questions about the terminology or about anything in our discussion today, please stop us and ask.

**Facilitators’ Backgrounds**

[Tell the group about yourself.

Include **what Rotary means to you, and ‘my Rotary moment’** (most meaningful moment in Rotary).

Also share **what’s important for you in Rotary, what you believe in for Rotary, and what you “stand for” in Rotary**]

**RLI Graduates’ Introductions**

Let’s go around the room and introduce ourselves.

* **Introductions**

**Please share who you are, why you are here, plus what’s important to you in Rotary AND in your life.**

[Note to Facilitators: Pay attention to the question “who are you?” This is a different question than “what do you do?” Most people describe what they’ve done in their job, in Rotary or in their family. What they “do” is a different question than who they are “being” as a human being. “Who they are” gets to the heart of what they stand for and what kind of a person they see themselves as. This distinction is important later in this programme.]

[*This is a* ***Segway to opening ourselves up to change*** *– have an* ***open mindset = paradigm***]

**Being** **Coachable** [Don’t say it’s in *RLI Graduate’s manual* page 2]

**Are you coachable?** [not looking at your provided notes ask group:]

1. What does it mean to be “coachable”?

* **Introductions**
* **Being coachable**

Answer: **Coaches** are instructors. They are there to help you get better at whatever you want to accomplish.

1. What are the attributes of a good “coach”?

Answer: A **coach** has…

* experience that you don’t
* commitment to improving YOUR performance
* dedication to their craft
* discipline to keep you on track in your training
* communication skills to keep you appraised of how you are doing
* motivation to keep you going stronger when your wanting to stop

Most importantly, **coaches** see how you perform better than you can possibly see yourself!

The difference between an *ordinary* athlete and an EXTRAORDINARY athlete is that at some point in time, **the ordinary athlete realizes they are only as good as they are going to get on their own.** They realize they need help (i.e. coaching). They need someone else to objectively and expertly advise them on what’s working, what’s not working and what’s missing that they cannot see for themselves.

**The willingness to accept a coach is profound**! You have to listen and trust what you are being told is true. You have to erase your previous ways of thinking and implement whatever new ideas and actions your coach says is required. This takes courage and stamina.

So, within the context of what we are going to discuss today, about *Creating an EXTRAORDINARY Rotary / Rotaract Club*, we again ask the question … **are you “coachable”?**

* **[*Have you ever had a coach?***
* ***Have you coached others?***
  + ***Let’s all learn from each other today*]**

Given that you agree that you are coachable, are you now willing to accept and trust us as your coaches for today?

*[In comparison, if asked, a* ***mentor*** *is an experienced and trusted adviser or teacher.]*

***[Is there a difference between hearing and listening?]***

**Listening – The Power to Performance**

Let’s talk about **listening**. Listening, not just causal listening, but real purposeful listening is one of the keys to extraordinary performance.

*[Only Colin could get away with this statement and question:*

*I noticed that during the introductions that you were politely* ***listening*** *to each other and that* *is great because McDonalds fries cure baldness and we* *would not want to get* *distracted thinking* *of other things,* *looking off in the distance, fiddling with stuff, etc.*

* **Introductions**
* **Being coachable**
* **Listening**

*Oh, what cures baldness?]*

Talking about **distractions** this is an awareness issue as fiddling with a mobile phone might be a part of their engagement in the conversation, but for others that may be a severe distraction, so when we are part of a conversation, we need to also be aware of the non-verbal environmental factors that can affect the conversation.

Let’s do a quick **ACTIVITY in pairs**:

* Every two people get together, pick an A person and a B person.
* A talk to B about something you are very passionate about.
* B do **anything but listen**.
* Take 2 minutes … Go!
* After 2 minutes. Switch. (B talks to A about something passionate and B does NOT listen.)

[Facilitate a brief **DISCUSSION**:

* ***How was that for you? i.e. what was your experience like?***
* ***What did you find yourself doing when the other person was NOT listening?*]**

Let’s do another **ACTIVITY** with someone different:

* Every two people get together, pick an A person and a B person.
* This time, turn your chair so that you are looking at each other face-to-face. Get so close that your knees are actually touching each other.
* A talk to B about **something you are very passionate about**.
* B **listen intently** to every word that A is saying. Really get into A’s world and feelings. There is nothing else in this world that is as important as to what is being said to you.
* Take 2 minutes … Go!
* After 2 minutes. Switch. (B talks to A about something passionate and B listens.)

[Lead **DISCUSSION**:

* ***How is this 2nd experience different for you when you were really listened to?***
* **What did you find yourself doing / saying that was different when the other person was really listening to you?]**

**Why is the practice of listening important in leading your Rotary / Rotaract Club?**

During today’s session, we request that you really **focus on listening**. Be there for the person who is speaking and sharing. Be “present” for them as if there is nothing else in the world that matters but what they are saying. Don’t be judgmental or wanting to interject your own opinions. Just be there for them as if they are the only one that matters at that moment in time.”

[*Quote: “There is a* ***field between right and wrong****, so let’s meet there.”*]

**Actions** [on their page 3]

“Listening” is important because… **“people’s actions correlate to how situations occur for them.”** [*Ask RLI Graduates to* ***repeat this phrase verbatim*]**

**[***Let’s* ***unpack that statement:*]**

* **Introductions**
* **Being coachable**
* **Listening**
* **Actions**
* **People’s actions correlate to how the situations occur for them**

**What is meant by “correlate”?** Correlate means there is a relationship between two things.

* The sun rises in the morning and it gets warmer outside. The sun sets in the evening and it gets cooler.
* There is a correlation between the sun and the outside temperature.

**What is meant by “occur”?** To occur or an occurrence, is the perceived reality about how someone experiences a particular situation.

* You place your hand on a hot object. That will induce pain in the form of an *occurring* burning sensation.

So it is also with people. People’s **actions** (the way they react to a situation, statement or event) relates (“correlates”) to how that situation has been experienced (“occurred”) to them in the past..

This statement answers the often-asked question, “**Why do people do what they do?”** Why do they disagree so much? Why are they not involved? Why don’t they show up on time? It’s difficult for us to understand. Of course, when WE do something, it always makes complete sense to us as to why we are doing it. Why doesn’t the other person get it?

The reason for this paradox *[= inconsistency contradiction*] is because **no two people have the same view about a situation**. For example, suppose an accident occurs at a traffic intersection. Everyone standing around the street corner saw the accident, they all saw the same event occur. Yet when the police officers talk to all the witnesses, they get different renditions (“stories”) as to what happened.

Why?

The reason there are so many renditions of a story is because the **world**, and what happens in it, **occurs to everyone differently**. How the world occurs to everyone is usually based upon the experience they had to similar occurrences in the past. Since no two people have had identical experiences or identical things occur in their life, their view of life - and the events in it - are unique and different.

This is why creating a good first experience for someone increases the likelihood they will want to repeat the experience.

[***Summary:***] So, why do people do what they do? Because…”**people’s actions correlate to how situations occur for them.”**

If we really took the time to **LISTEN** and understand what the other person’s prior experiences have been, it would make perfect sense as to why they did what they did, or why they feel as they feel. We all assume that the way things occur for us is how they should occur for others. The reality is that there is no way this could happen. We all have different “realities”. We have created our own stories which we believe to be our own realties. So by understanding the perspectives of others we might be able to mould a situation to enhance the positive aspects and counter the negatives.

* **Introductions**
* **Being coachable**
* **Listening**
* **Actions**
* **People’s actions correlate to how the situations occur for them**
* **There is no same reality for everyone**

[*There is* ***no same reality for everyone*** *(on bottom of their page 4*]:

So, as you can see, **there are no true “realities”. There are only perspectives or views that are different between us all.** Of course, every situation has some degree of objective facts associated with it. However, it’s generally not the facts that matter to us, as much as it is the way those facts “occur” to us, i.e., our perspectives, our views, our interpretations.

We **see things** *not* as they are, but as to **how they *occur* to us**. Instead of the true hard facts, we create stories about what happened and those stories become an illusion about reality. This “reality illusion” (i.e. an interpretation or “illusion”) is what influences our views as to what actually occurred. It is, in fact, our illusion of what the facts are truly as we believe them to truly be.

[*Facilitate a* ***DISCUSSION****:*

*Ask RLI Graduates for examples of how their perception of incidents has been different to how those were perceived by others?*]

[***Actions conclusion****:*

*Our Rotary District 9920 Rotary Youth Leadership Award (RYLA) speaker uses formula:*

***Experience + Results = Outcome*** *(E + R = O) so we choose our response, therefore our outcome*]

[***Stephen Covey*** *in “****The 7 Habits of Highly Effective People****”* [*www.stephencovey.com/7habits*](http://www.stephencovey.com/7habits)

*Habit 2:* ***Begin with the end in mind***

*So, start with the desired outcome, then decide your reaction to the events needed to get outcome*]

**Complaints – The “said” and the “unsaid”** [*their page 5*]

* **Introductions**
* **Being coachable**
* **Listening**
* **Actions**
* **People’s actions correlate to how the situations occur for them**
* **There is no same reality for everyone**
* **Complaints**
* **The “said” and “unsaid”**
* **Disempowering**
* **Payoff**
* **Let GO!!**

**Communications** occur in both what we say, and we don’t say…the “unsaid” [*= your inner voice – or “gut instinct”*]. Unsaid communications include (but are not limited to) assumptions, expectations, disappointments, resentments, regrets, significance, and simple body language.

[Facilitate a brief **DISCUSSION:]**

**What’s it like talking with someone and you just know they are hiding something, or something is bothering them?**

i.e., they are NOT being authentic in their communication [*e.g. your children*]?

**Clearing out the “said” AND the “unsaid’ has to occur before anything new can be created.** Like the filing cabinet [*or computer file*] which is full of past-based ideas, actions, assumptions and biases, everyone first has to clear out their old assumptions, disappointments, resentments and regrets about how the world occurs to them.

Once this is out in the open for all to hear, everyone can then understand how the world occurs to each other. This then provides a “clearing”, an uncluttered space, where everyone can then begin to **create new possibilities together**.

**ACTIVITY** [*in* ***groups of 3*** *- write down bullet points on spare paper - for 5 minutes:*]

* **Say** what you want to about **Rotary** International, about your own Rotary / Rotaract Club, and/or about whatever is in your head about Rotary overall.

**Views about Rotary**

**Good Bad**

* Make NO judgments [*or wrong comments*] about what is said.
* Don’t hold back in your own sharing and just listen to each other closely.

[**SCRIBE** onto **flipchart paper** NOT whiteboard using appropriate coloured pens underneath 2 headings good or bad. Sharing of new points only.

Make RLI Graduates feel good about their sharing.

When things begin to be repeated, they’re probably done, so keep going until it gets repetitive or quiet.]

We’ve heard what you **said**.

Now tell us what you have “**not said**”. What is your **inner voice** saying that has not yet been shared? You know, that inner voice that is talking about anything and everything. That inner voice that repeats everything over and over, repeating old thoughts, offering opinions, judgments and questions. That inner voice that keeps you awake at night. That same inner voice that says, “what’s s/he talking about, I don’t have an inner voice.” So again, what have you “not said” that your inner voice is yelling at you?

[*There are always more* ***deep-rooted feelings*** *that remain in people, so listen more, with empathy.*

***SCRIBE*** *write more onto* ***flipchart***]

This is a great list for your **true thoughts and feelings**. Let’s examine them for a minute.

[*Facilitate a brief whole group* ***DISCUSSION****:*]

What are the persistent **complaints** you have about your **Rotary / Rotaract** Club or Rotary overall?

**Notice that these complaints may not exist in reality**. They merely exist in the “unsaid”, in our inner voice. They are part of our “reality illusion”.

*[Do these complaints have* ***impact****?]*

They DO have an impact in that they are disempowering, unproductive, and keep us from creating something new. It’s much easier for us to sit back and complain instead of take action to accomplish something.

[*What happens to you if people are* ***negative****?*]

There is a **payoff** for us in keeping these views in that we get to be right about everything, while also making others wrong in what they are doing. We don’t have to get involved, we just get to complain. The impact of this is that NOTHING GETS DONE. We just keep doing the same thing as we always did in the past.

[*What is the definition of* ***insanity****?*

*Keep doing the same things and expect a different result!*]

What we see on the *flip*charts is from the **past**. You probably did not even create some of the situations and circumstances that you describe. You might have inherited a lot of these circumstances from an existing culture. But it’s here now and your **future** is being controlled by your past situations and circumstances.

* **“Change” doesn’t work**

**Are you willing to let all of this go [*to move forward as leaders*]?** Are you willing to take it out of your future existence? To begin to create something new and fresh that has meaning and impact for others? Are you willing to start with a blank piece of paper to **creating a new Rotary future for your club?**

[*So not get stuck in the past*] Once all are agreed and “aligned” upon the fact that this is past-based, take all the *flip*charts down, and actually throw them away.

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**DEPENDING ON RLI PROGRAMME TIMING AND AMOUNT OF DISCUSSION:**

**MORNING TEA BREAK OR AT END OF SECTION 1**

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***[When do we need change?***

***Answer: When we’re not happy with the status quo.]***

**Change Doesn’t Work** [*on their page 6*]

Change, for the sake of change, does not really work most of the time.

[*This is a* ***DISCUSSION****, so please share ideas and examples*]

How many times have you seen **“change” begin**, and yet in the end **nothing really changes**, it just stays the same?

**[Do you have any examples of this? Why do you think it didn’t work?]**

**[*But why doesn’t change work?*]**

Most change is **incremental**, not particularly significant and does not really last very long.

[Usually evolutionary not revolutionary change.

Can you **share** an example of small change achieving a significant result?

Eg. Middlemore Hospital elderly patients given non-slip socks to greatly reduce falls]

Most change is really about **changing attributes** of the past and does not provide sustainable and significant improved results in the future.

Most change efforts merely **reinforce** how a situation currently exists.

**[*Do you agree?*]**

Most change efforts are met with **resistance** by those who are thinking in the past.

[***Why do people resist change?***

*As the saying goes, “if it ain’t broke, don’t fix it.”*

*Some people stay in a rut as they’re comfortable there.*]

The net **result** is that things that were not working in the past are now not working in the present and probably won’t work very well for the future.

[***Change process*** *(from Rotarian Gaye Harford) involves 3 steps:*

***Fear*** *=>* ***Questions*** *=>* ***See how fit in end result***

*Complaints Could I succeed?*

*Negativity Need more information*

*Often made redundant*

*if stuck here*]

[***External versus internal change*** *– who can share an* ***example?***

*Rotary International’s examples include introducing the new:*

1. *Rotary wheel format*
2. *Club Leadership Plan - many clubs ended up with a hybrid plan that was different to the original*]

[***Change summary****:* ***Change*** *needs champions!*

*We can’t change other people, only* ***change ourselves***.

*Promote why change by including what’s in it for me (WIIFM).*

*Each club has it’s own* culture.

There’s *no ‘i’ in ‘team’, but if it’s going to be, then it’s up to me.*]

**Past-based Thinking** [*on their page 7*]

Where do our experiences come from? They come from ourPAST.

Our **experiences** are all based upon history, what occurred yesterday, or what occurred last week, or what occurred last year, or possibly what occurred when we were 5 years old.

Whatever occurred in the **past is ended**. It’s over. It’s extinct. It’s completed. It’s history. The facts can never be changed. They are what they are. Of course, our stories and our interpretations about what occurred can change, but the facts themselves cannot.

What’s happened has happened, end, done, over.

[***Do you agree?***

*Gain RLI Graduate alignment that the* ***past is unchangeable****, even though our* ***stories*** *may change about the past*.]

* **“Change” doesn’t work**
* **Past based thinking**

**Past-Based Conversations**

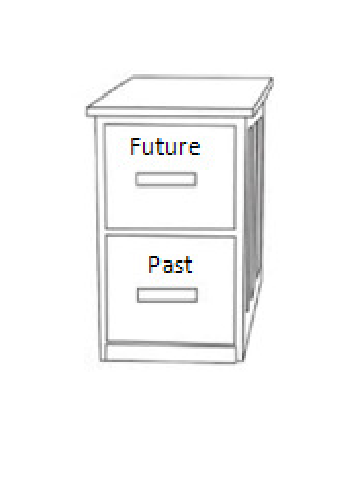
* **“Change” doesn’t work**
* **Past based thinking**
* **Past based conversations**

**Most of the conversations we have with other people are past-based conversations.**

How many times have you sat in a **Rotary** meeting and listened to someone say, ”I remember when …”The way we used to do it is … ”Back in my day we did things this way …”

This is okay if we are **reminiscing** about our own memories, but it doesn’t work well if we are trying to **create something new** for the future or trying to create **new results** different from the way things have been.

These conversations are sort of like **filing errors** [*in a filing cabinet or electronic filing in computer folders*].



Suppose you had two **filing cabinet drawers**. One is labelled “FUTURE” and the other is labeled “PAST”. Have you ever done or read something that you thought was really cool and you decided to file it away for future use? So you put the piece of paper into a drawer marked “FUTURE”. Or you put it in a section of your memory labeled “FUTURE”.

Then something else comes along that is sort of a good idea, and you put that good idea into the same filing cabinet drawer (or your memory) marked “FUTURE”. And so on it goes many times again.

[*Should there be a 3rd drawer marked “NOW”?*]

Then, in the actual future, when you want to **create something new and exciting**, you go the filing cabinet, you open the drawer labeled “FUTURE” and pull out all the stuff that occurred when? In the “past”! There is nothing new there, just stuff recycled from the past.

And so it is with our **thinking**, our **conversations**, and our “newly created” future. It becomes all past-based, without regard to a *truly* newly created **future**.

[Facilitate a brief **DISCUSSION**:]

* What is the **impact** of creating a past-based future?

*[Answer: Inability to truly create a new future and achieve significantly new results.*

[*So let’s learn from the past and* ***focus on the future***.]

[***Any questions so far?***]

[***What does the future look like?***]

**TRANSFORMATION – What does that mean?** [*Pg. 8*]

So how do we get out of this past-based thinking, and onto meaningful **change**?

**Let’s examine what a “Transformation” looks like.**

The dictionary definition of “**transformation**” is… “to alter from one form, appearance, nature or character to another.”

Examples include:

1. Think of the **“transformers” toys** that kids play with.

[*What happens with these toys?]*

By manipulating the toy in a certain way, it transforms from one shape to another shape.

[*How do we start the* ***transformation process****?*]

1. [***Rotary Club Visioning*** *process – what were the outcomes for your club? In Taupo club visioning resulted in the 3 Taupo clubs merging into one much more effective entity* ]

In the context of creating an **EXTRAORDINARY Rotary / Rotaract Club**, let’s define TRANSFORMATION, as **…**

“Creating future opportunities without the constraints of the past”.

[Please all repeat that last sentence]

[*Facilitate a brief* ***DISCUSSION****:*]

What do we mean when we say a “**future possibility**”?

A future possibility is anything we want to create.

[*How many have said “we would like to do something, but …?”*

*Sow the seed – a* ***good leader’s team think it’s their idea(s)*]**

“**Without the constraints of the past**” means opening up the filing cabinet drawer labeled “FUTURE”, taking all the items we put in there from the past and transferring them to the filing cabinet drawer labeled “PAST”.

**What are we left with** in the drawer labeled “FUTURE”? An empty drawer. And in that empty drawer we can now create and begin to file new ideas, new actions that will achieve new “transformed” results.

* **“Change” doesn’t work**
* **Past based thinking**
* **Past based conversations**
* **TRANSFORMATION:**

**“creating future possibilities without the constraints of the past”**

**Beginning the Process Of TRANSFORMATION** [*on their page 9*]

[***CHANGE PRINCIPLES*** *– What does change need?:*

* *Desire to change*
* *Align people*
* *Consistent language – think about the language we use in Rotary!*
* *Structures & systems put into place to support change*

*eg.* ***Rotary Club Leadership Plan****]*

* **“Change” doesn’t work**
* **Past based thinking**
* **Past based conversations**
* **TRANSFORMATION:**

**“creating future possibilities without the constraints of the past”**

* **Language**
* **alignment**

*[Please* ***READ*** *their page 9 top half*]

**How would you begin the process of transformation?**

The process of transformation begins in sharing **LANGUAGE**.

**How a situation occurs to people arises in language.** The structure of the English language consists of a group of words, that when combined in a certain way imparts a certain meaning which is generally agreed upon by a group of people. The meaning of words is often attempted to be described by using a tool such as a dictionary, which merely uses other words, that we have agreed mean something, to describe another word.

**Example**: A **table** is a table because we all agree that the five symbols (which we call letters), when combined together in a certain way to produce a word (another symbol) is defined as a table. A table is not a chair because we are all “aligned” around what a table is. We have a generally agreed upon definition and understanding as to what a table is.

[*How does* ***language*** *affect* ***Rotary****?*

*Explain Rotary abbreviations lingo to visitors*]

Likewise, beginning the process of transformation requires that everyone becomes “**aligned**” around how situations occur. This “alignment” can only occur when we communicate with each other though language. [*So have language alignment*].

Session 1 [*Summary*] – **GETTING READY TO CHANGE** [*on their page 9*]

* What we have **learned** so far is…
* We are willing to be **coachable**.
* Focused **listening** is important to ourselves and others.
* People **actions** correlate to how situations occur for them.
* **Complaints** are disempowering, unproductive, and keep us from creating something new.
* **Change** for the sake of change does not usually work.
* Clearing out the past-based “said” and “unsaid” must occur before **transformation** can begin.
* Our **experiences** come from the past and will control our future unless we clear them out. [*So let them go*].
* **Transformation** is the ability to create future possibilities without the constraints of the past.

[*Any* ***thoughts / comments*** *before we move on?*]

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***FEEDBACK FORMS* COMPLETED DURING DAY AT THE END OF EACH OF 3 SECTIONS**

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[*“If you want to be a* ***leader****, volunteer to accept responsibility, and you will become a leader in 5 minutes!” - from the Rotary International Convention in Bangkok*]

**--- BREAK ---**

**TRANSFORMING YOUR ROTARY CLUB**

**Creating an EXTRAORDINARY Rotary Club For**

**Your Members, Your Community and the World!!**

**Session 2 (of 3) Focus:**

**Creating an EXTRAORDINARY Rotary / Rotaract Club**

[*This section is about how can we move Rotary / Rotaract from good to great*]

**Introduction – Session 2** [*on their page 10*]

Now we are going to talk about **creating an EXTRAORDINARY Rotary / Rotaract Club.** In your view, you may believe that you already have an EXTRAORDINARY Rotary Club. That’s great! If so, we ask that you **SHARE** what makes our Club EXTRAORDINARY.

If you are not sure how extraordinary YOUR Rotary Club is, then we’ll discover and share together what’s happening in your Club and what are some of things that can be done to **“TRANSFORM**” your Club from where it is today to being a truly EXTRAORDINARY Rotary / Rotaract Club.

**Any questions so far?**

**Evaluating Your Rotary Club**

**CLUB EVALUATION**

**1 = awful**

**10 = Extraordinary**

**[*ACTIVITY:*]**

Using a pen and paper, please evaluate your Rotary Club on a scale of 1 to 10; [*with*] 1 being awful and 10 being perfect [i.e. EXTRAORDINARY].

Just think about it for a [*minute*] and write a number from 1 to 10.

[*If asked on what basis, or what criteria should be used, reply it’s your overall impression, using whatever criteria you feel is important to you*.]

**SHARE** your evaluation results

[***SCRIBE*** *writes their individual numbers onto whiteboard / flipchart*]

*Each elaborates briefly as to why they chose that number. Rest listen!]*

*[Who will use a mobile phone calculator to find your overall average result out of 10?*]

**What’s working?**

**[*ACTIVITY:*]**

**WHAT’S WORKING?**



Let’s examine in more detail what these numbers mean.

Please take out a piece of paper and at the top of the paper in big letters write the words **“What’s Working?”** What is your Club good at doing, where have they made a difference, what are you really proud of, etc.? Take a couple of minutes to think about what is really working well in your Clubs and write that down that list on your paper. [*Use bullet points*].

[*Ask some to* ***SHARE*** *“what’s working” for their Club.*

***SCRIBE*** *notes on flipchart / white board*]

Thanks for sharing your thoughts about what’s working.

We know you’re all proud about what your Clubs are doing well.

Obviously, based upon the ratings that each of you gave to your Club, no one feels their Club is a Perfect 10.

**What’s NOT working [… so well]?**

**WHAT’S NOT WORKING?**



**[*ACTIVITY:*]**

Please take out a second piece of paper and at the top of this second piece of paper, please write **“What’s Not Working”.** [*Use bullet points*].

Please understand, there is nothing wrong here with your Clubs. We’re sure all of our Clubs are making an impact upon our communities, so there is nothing wrong. Yet, there just might be some areas of the Club’s existence that is not working as well as you, or other members of your Club, might desire.

Let’s just take a [*couple of minutes*] to be honest and objective and list for

ourselves “What’s Not Working”

[*Go around the room the other way, asking some others to* ***SHARE*** *“what’s not working”*

*for their Club.*

***SCRIBE*** *capture succinctly on flipchart*].

Thanks for sharing what’s working and what’s not working.

Of course, based upon what you shared, we’d love to move those things from the “What’s NOT Working” chart to “What’s Working” chart.”

**What’s Missing?**

**WHAT’S MISSING?**

**The presence of which would make a profound difference in the effectiveness of your club**



[*Facilitate a brief* ***DISCUSSION****:*]

So the next question becomes… **“What’s missing, the presence of which would make a profound difference in the effectiveness of your Club?**

[***SCRIBE*** *lists the missing items on the flipchart*]

Thanks for sharing what’s working, what’s not working and what’s missing in your Club. This has really been a wonderful discussion and it is obvious you have a good feel for what’s happening in your Club. It’s interesting that this seems pretty consistent with how you initially rated your Club on a scale of 1 to 10.”

**Creating a Perfect 10 [*Out of 10*] Club** [*on their page 11*]

Speaking of 10, let’s talk about **what a Perfect 10/ 10 Rotary Club looks like.**

**CREATING A PERFECT 10**



Suppose you moved to a new community where there was no Rotary Club. Being the experienced Rotarian, you’ve decided to create a new Rotary Club, and this time you want to make it a Perfect 10.

**[ACTIVITY – 10 minutes]**

*In pairs, with someone you’re not sitting with, on a clean piece of paper,* ***create the perfect 10 / 10 Club****, using words / pictures.*

***Questions*** *to consider are on their page 15 in italics*:]

* *How is your Club performing as a vibrant community service organization?*
* *Are you impacting your community beyond your wildest dreams?*
* *Are your Club’s “Service Above Self” [volunteer] hours growing by leaps and bounds?*
* *Is Club membership and participation growing and expanding every month?*
* *Are members clamoring to lead your Club, your Board and your Projects?*
* *Are you making a larger impact via participating in District/National Rotary events?*

*[Then ask some to* ***SHARE*** *your top three things.*]

[**HANDOUT** (in printing): *A Rotary Club*]

[*Change quotes include:*

* *Winston Churchill, “To improve is to change; to be perfect is to change often”.*
* *Ghandi, “Be the change you want to be”*.]

**Your Club’s probable, almost certain “default future”**

What does your Club’s probable, almost certain “default future” look like?

In other words, if you leave here today and go back to your next Club meeting…, and no further thought, no further intention, and no further commitment is made. What’s going to happen?

ANSWER: Nothing different will happen. Everything will stay the same. [*Unless there is change*].

As an **analogy** *[= similarity / likeness*], **Newton’s third law of motion** states: “An object at rest will remain at rest unless acted on by an unbalanced force.” In other words, if nothing is happening, then it’s going to take some form of “force” to get things moving. It’s the same for **Rotary Clubs**, including taking actions that initiate community service projects, fund raising campaigns, membership [*attraction*] programs, etc.

[*Another force needs to guide it, so not stuck in a rut.*

*Often Rotarians like you will be that* ***force / catalyst for change*** *– no pressure*!]

**Newton’s third law of motion** further states:” An object already in motion continues in motion with the same speed and in the same direction unless acted upon by an unbalanced force.” In other words, if something is happening in your Club and it’s been going on that way for a long time, it’s going to take some form of action to get things moving in a different direction for the better, to become a PERFECT 10. So it is for **Rotary Clubs**, community service projects, and lives.

**[*Do you agree?*]**

[***What would you do in Rotary, if you knew you couldn’t fail?***

*Sometimes our preconceptions hold us back*

*(eg. I can’t do it alone, or I don’t have time)*]

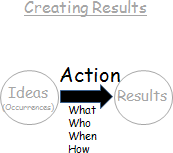
[*Quote: “If you keep doing what you’ve always done, You’ll always get what you’ve always got”*.]

**Ideas, ACTIONS, Results** [*on their page 12*]

How many times have you sat through a meeting about a particular topic? There has been a lot of good discussion and conversation. A lot of ideas have been talked about. A lot of “occurrences” have been shared. Future possible results even been discussed. Yet, at the end of the meeting, everyone leaves the meeting room and nothing happens?

[*Facilitate a brief* ***DISCUSSION****, not looking at your notes!*]

**So what’s missing?**



**What’s missing is ACTION!**

* WHAT’s going to be done?
* WHO’s going to do it?
* WHEN are they going to do?
* HOW are they going to do it?

[*Plus* ***Why & Where***]



**Of course, if you want NEW results for the way things have been; if you want something different than just your “default” future; what’s going to be required?**

**NEW Results require NEW actions, and NEW actions require NEW ideas, new occurrences, new ways of having conversations.**

[***Leadership quote*** *from Joel Barker:*

*“Vision without action is merely a dream*

*Action without vision just passes the time*

***Vision*** *with* ***action*** *can change the world”*]

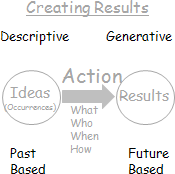
**[*What’s that got you* thinking about*?*]**

**What’s often missing is the type of language that is occurring.** There are two different ways to use language.

The first is **“DESCRIPTIVE LANGUAGE”** that depicts how things are or how they have been.

**[*When would you use descriptive language?***

*Answer: To create a picture*]

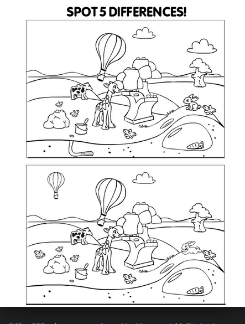


Descriptive language, when accurate, is **helpful**.

When trying to describe how to get from place A to place B,

it’s helpful to use descriptive language to tell the other person how to get from A to B.

But even then, care is needed as perceptions come into play. *[An example is an intentionally cryptic car rally instruction that was “turn right at the Spirit House”. One driver turned right at the Bottle Shop, instead of the Church Cemetery.]* How often have the words you have used meant something different to the listener?



[**Optional ACTIVITY** that is both a **Listening** and a **Describing** exercise depending on time available using picture where sitting in pairs back to back with one describing the scene they have and the other identifying the differences]

**Spot differences** worksheets [www.allkidsnetwork.com](http://www.allkidsnetwork.com) (create own login)

Yet descriptive language has **limitations**. It merely describes what is happening in this moment or has happened in the **past**.

You can’t easily now create something new using “descriptive language”.

**“GENERATIVE LANGUAGE” speaks about the future and what possibilities exist.**

It is purely FUTURE based and has the power to **create something new** out of nothing.

[*Ask* ***what if questions*** *to inspire action, such as:*

* *Where do we want to be?*
* *What might it look like?*]

**Examples**:

* Martin Luther King “I have a dream” and began to create a world without segregation.
* 52 men created and signed the Declaration of Independence creating a new country called the United States of America.
* John Kennedy declared the human race was going to the moon, and we did!

[***Other examples*** *include Rotary’s End Polio Now! (previously called Polio Plus)*]

**FUTURE BASED LANGUAGE**

**Generative**

**Pre-Conditions**

* **Start from nothing – a blank canvas**
* **Discontinue descriptive language**
* **Reject the “Default Future”**
* **Discard the Past – Let it GO**
* **Make a verbal declaration about the future**

**[*READ through*] Pre-Conditions For Creating New Futures**

[on *their p13*]

There are **two pre-conditions** required for creating future based “generative” language:

1. **Pre-CONDITION #1:** There has to be a space of **nothingness**. The canvas that you want to paint the future on has to be **empty**. Nothingness comes from realizing two things:
2. It’s not facts that bind us; it’s our language, specifically our **descriptive language.** When we are bound by the past, which shows up in *descriptive* language, we are constrained about future possibilities. All we do is describe the past time and time again. [*So discontinue descriptive language*].
3. Articulating the “default future” and then asking, “Do we really want this as our future?”. You have to be committed to a **new future** without resistance or regret that is different from the “default future”. Reject the “default future” for what it is.
4. You must **“complete” the past**. Completion means moving all incidents and thinking from the “default” future to the past. Re-file all those things that were in the filing cabinet drawer marked “FUTURE” to the filing cabinet drawer labeled “PAST”. The drawer must be completely empty. [*So leave the past behind*].

It is interesting to note as an example that **Weta Workshops** do not know how to say “No” or “Can’t” as for what doesn’t exist they create it and for that they constantly apply a 20% improvement rule where opnce the 20% is done they start the next 20%.

1. **Pre-CONDITION #2:** Make a verbal **“declaration”** that brings a possible future into existence. A declared future is not a dream, or a hope. It is a future to which you are committed. One in which you put everything at stake to accomplish.

[*So articulate what the future could look like*].

**[How does this apply to Rotary?**

Answer: In Rotary we need to engage members’ hearts and minds, so they stay.]

[***READ*** *HANDOUT (in printing): A FUTURE SCENARIO –* ***What might Rotary look like in 2030****?*

*We have the opportunity to create our Club’s future:*

* *What might that future look like?*
* *What structures do we need to make that happen?*]

[*The challenge is how can we have*] **Future-Based Conversations** [*with people in Rotary Club to bring about change* - w*e’re interested in your thoughts]*

**FUTURE BASED CONVERSATIONS**

* **Inspire Action!**
* **Gets everyone involved**
* **Creates Integrity**

**BEGINS THE TRANSFORMATION**

**Creating new possibilities without the constraints of the past**

[***READ*** *through their page 14 bottom 2/3rds, then have a* ***DISCUSSION***]

**Generative**, future based **language** is a radical departure from normal conversations. Most conversations are descriptive in nature, i.e. they are talking “about something”. That “something” is always about what occurred in the past. Most “improvement” conversations are about fixing something from the past which merely results is creating a “default” future. As a result, nothing really changes, it’s just more of the same.

There are certain **results** that are created out of principles that allow conversations to be about generating new futures.

**Principle #1: Future based conversations INSPIRE ACTION!**

They create a sense of urgency and people’s actions correlate to that. People find them doing things that they normally would think were impossible.

**Principle #2: Future based conversations GETS EVERYONE INVOLVED!**

No one is left out. Everyone begins to create future possibilities.

**Principle #3: Future based conversations CREATE INTEGRITY!**

Future based language doesn’t describe anything in the current reality. Instead, it creates a possible future to which the speaker is giving their word, demonstrated by their personal integrity. Such declarations will inspire others, they will fulfill the concerns other have, they will appear vibrant and compelling in the moment they are said.

**Future Based language is the tool needed to begin the “Transformation” of your Rotary Club. That is…creating new future possibilities for your Rotary Club without the constraints of the past. This, in turn, changes how situations occur to people!**

[*What does that get you thinking about?*

* ***RLI Graduate programme*** *leads to future based conversations*.
* *SHARE example of* ***Massey University Executive MBA study group****.*

**Session 2 [*Summary about Begin Transforming Your Club*]:**

What we have learned so far is …

* What’s working, what’s not working and what’s missing in our Clubs.
* What a Perfect 10 / 10 Club looks like.
* Action is the key to getting from ideas to results.
* Creating New Futures requires
  + Starting from nothing
  + Using Generative language
  + Rejecting the Default Future
  + Discarding the Past – [*Let it go! Quote: “He who ignores the lessons of history is forced to repeat them”.*]
  + Making a Verbal Declaration about the Future.
* Future Based Conversations…
  + Inspire Action
  + Get’s Everyone Involved
  + Creates Integrity

[*Remind about* ***Rotary summarized in 6 key words****: Join leaders, exchange ideas and take action*.]

[***Rotary International Strategic Plan*** *now includes the new* ***Vision Statement*** *(approved by RI Board of Trustees June 2017):*

*“Together we see a world where people unite to create lasting change – across the globe, in our communities, and in ourselves”*.]

------------------------------------------------------------------

***FEEDBACK FORMS* FOR SECTION 2**

After you all **change seats** now to sit next to someone you don’t know well in afternoon

[*Great LEADERS know the road to the future … via lunch!*]

**LUNCH BREAK**

**---------------------------------------------------------**

**TRANSFORMING YOUR ROTARY CLUB**

**Creating An EXTRAORDINARY Rotary Club For Your Members, Your Community and the World!!**

**Session 3 (of 3) Focus: Are you IN the Game of Rotary / Rotaract?**

***[What were your takeaways from this morning’s sessions?*]**

**[*Any things that arose over lunch break?*]**

**[*Now this session focuses on you being an EXTRAORDINARY Rotarian / Rotaractor, bringing about change*].**

[Who has heard of **Simon Sinek**? Who is he?

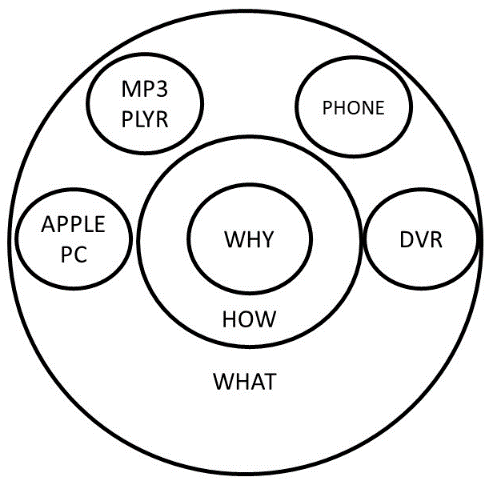
British-American author and motivational speaker

From his website <https://simonsinek.com/>

Simon Sinek is an optimist and visionary thinker who teaches leaders and organisations how to inspire people to do things that inspire them.

Simon is author of multiple best-selling books, including **Start With Why**, Leaders Eat Last, Together is Better, and Find Your Why. His newest book, The Infinite Game about how great businesses achieve long-lasting success, will be published Nov 2019.]

[**VIDEO SIMON SINEK TEDx TALK** (1st 5:46 minutes of 18 minutes total YOU TUBE presentation about **Start With Why**)

**HOW DO YOU EXPLAIN WHEN OTHERS ACHIEVE THINGS THAT DEFY ALL ASSUMPTIONS?**

**“The Golden Circle”** of 3 circles with:

* **Why** in the centre circle,
* **How** in the middle, and **What** on the outside circle

**Operate and communicate from the inside out**

**Apple challenge the status quo and think differently**

– “our products are beautifully designed, simple to use, user friendly, and we happen to make computers – want to buy?”

**Apple products** drawn in four small circles from left to right inside around the what outside circle include computer, MP3 player, phone, and DVR, then comparison with Dell.

**People** don’t buy what you do; they buy why you do it.

**Goal** is to do business with who do what you believe. [*STOP video here before the brain section*]

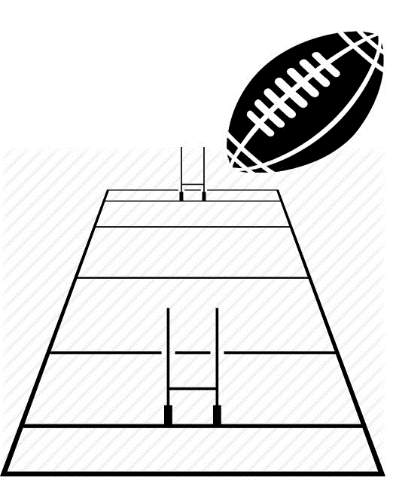
**[*How does this apply to Rotary and what we do?***

***Answer: Rotary can be done better and differently!*]**

**The ‘Game’ of Rotary** [*on their page 16*]

Let’s talk about the ‘game’ called **“Rotary”.**

**The picture you have shows American Gridiron – next time it will be rugby!**

What does the **“game”** of Rotary look like?

What determines the winners and the losers?

Who is on the team and who is in the stands watching?

The **motto** of Rotary is “Service Above Self”.

**The purpose** of the ‘Rotary Game’ is to provide humanitarian service to people in our local communities, in our own countries and around the world. That’s the game.

[*Rotary is the world’s biggest network of 1.2 million Rotarians around the world*]

**Being on the game field or in the stands?**

**Rotary** is somewhat like a sporting event. In most sporting events there are a large group of people in attendance and participating in various ways.

Let’s take an **example** where we have 20,000 people attending this game called Rotary.

[***ASK:*** *Of the 20,000 people attending, who is* ***making a difference*** *in the game?*

*Answer: The* ***team*** *members playing on the field*.]

Let’s assume at the Rotary game we have **two teams** on the field consisting, of 15 people on each rugby team.

These 15 people on each team are the ones who are truly in the game. Team members are developing plans, they are working together, they are developing strategies, and they are taking ACTION. Not only are they in the game, they ARE the game!

[***ASK:*** *What are the rest of the people in the* ***stands*** *doing?*

*Answer: Watching the game*.]

[**ASK:** What impact are the people in the **stands** having on the game?

Answer: None!]

They are really having no impact upon the game whatsoever. They are merely offering comments, sharing opinions, making judgments.

Half the time they are probably not even watching the game, much less playing on the field.

This is also generally true with **any organization**, including Rotary.

There are those who are in the game and there are those who are merely watching the game.

[***ASK****: How could they* ***contribute****?*

*Answer: Buy raffle tickets*

*The band and cheer leaders have skills, so involve them too*.]

[*Facilitate a* ***DISCUSSION****:*

* *How does this apply to our* ***own Clubs****?*
* *Who in your Club is actually in the ‘game’ called Rotary, and who are just watching the Rotary ‘game’?*
* *How does this impact the effectiveness of your Club?*
* *What happens when you get more people involved on the Rotary team?*]

**Summary**

[***ASK****: When looking at your* ***Club and yourself****, are you in the game of Rotary / Rotaract or in the stands?]*

[*Did you know that there are* ***3 types of people****?:*

* *Those who make things happen (i.e.* ***leaders****)*
* *Those who watch things happen (****followers****)*
* *Those who wonder what happened (****critics****)*]

**INTEGRITY – The Heart of Rotary** [*on their page 17*]

There were only two absolute **requirements** for being a **Rotary member**. Pay your dues and attend half the meetings, [*but that’s been relaxed recently to instead focus on member engagement (involvement) instead of attendance*]. Everything beyond that is “extra credit”.

In our Clubs we have people calling themselves “members” who are, in fact, merely sitting in the stands. [*They’re called* ***RINOS*** *= Rotarians In Name Only*].

*Are* they really living within the INTEGRITY of being Rotarians? Are they really living their lives committed to the organization’s motto of “*Service Above Self*”? Possibly not.

If the only thing you are doing is paying your dues and attending meetings, where is the “integrity” around being a Rotarian and all it stands for?

[***ACTIVITY*** *in pairs:*

*NOT looking at your notes provided, on spare paper write 3 questions from middle of their page 17*]

* *What do you* ***stand for*** *[as a Rotarian / Rotaractor]?*
* *What does the word* ***“integrity”*** *really mean to you?*
* *What [other] WORDS come to mind when we speak of integrity?*

***EXAMPLES:*** *honesty, sincerity, honor, virtue, forthrightness, fidelity, truthfulness, loyalty*

*[Let’s come back together – What* ***words*** *have you been talking about?*

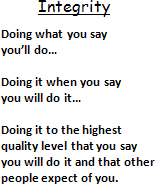
*[Integrity = The quality of being honest and having strong moral principles?]*

**Integrity** only matters about **what’s important to you**. If something does not matter to you, then it really has no integrity for you. If keeping your word matters to you, then you’ll have integrity around it. You’ll be committed to keeping your word. *Any ‘yes’ means yes!*

The same personal integrity applies for being a good friend, being a good spouse, being a good parent, and being an EXTRAORDINARY Rotarian. If it matters to you, you’ll have integrity about it.

[*How does* ***Rotary’s Four-Way Test*** *fit with integrity?*

*It’s for the things we think, say or do*

1. *Is it the truth?*
2. *Is it fair to all concerned?*
3. *Will it build goodwill and better friendships?*
4. *Will it be beneficial to all concerned?*]

**Let’s define “integrity”** in the context of ACTIONS we take and who we are:

**ACTIVITY:**

Integrity [*Principles*] [In groups **DISCUSS** *and share examples*].

1. **Doing what you say you’ll do, doing it when you say you will do it, and doing it to the highest quality level that you say you will do it and that other people expect of you.** [i.e. my word is my bond]
2. **Being true to your personal ideals, standards and ethics.**
3. **Taking** **a public stand for things that matter to you.**

**Integrity also means being whole and complete.**

As an **example**, take the case of an EXTRAORDINARY **world class athlete**. Let’s say a cyclist in the Tour de France. [*In NZ could be Rotary’s Around Lake Taupo Cycle Challenge*].

To be a world class cyclist you have to be **perfect** in everything you do. The components of your bike have to be in perfect shape, you need perfect training, you need a good coach, etc.

Let’s examine just one component of a world class cyclist’s success, the **bike**. If we look even closer, let’s examine the bike wheel itself. It’s sort of *like* our own **Rotary wheel**.

An EXTRAORDINARY cyclist certainly would not tolerate any damaged or broken **spokes**.

[*They happen, so need to get quickly fixed*].

Each and every spoke has to be tested, strong and able to do the job for which it is intended. Even just one damaged spoke can be the difference between success and failure, between being ordinary versus being EXTRAORDINARY.

So it is also with **Rotary**. To be an EXTRAORDINARY **Rotary Club**, there has to be “**integrity**” in all aspects of the organization. There can’t be broken or missing spokes. It takes all the components working together.

**[*Any comments / questions?*]**

**ABSOLUTE INTEGRITY =**

**EXTRAORDINARY PERFORMANCE LACK OF INTEGRITY =**

**[POOR instead of] LACK OF PERFORMANCE**

**Becoming an EXTRAORDINARY Rotary Club** [*page 18*]

Let’s compare what an EXTRAORDINARY **Rotary Club** looks like versus what an “ordinary” Rotary Club looks like.

[***ACTIVITY****: In 2 groups with* ***flipchart*** *paper with 2 columns headed Ordinary and*

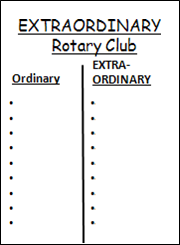
*Extraordinary for 5 minutes, NOT looking at notes*]

***Extraordinary***

* *Creating future possibilities*
* *Expanding their impact*
* *Growing membership*
* *Concerned about community*
* *Thinking BIG*
* *Having courage*
* *Creating breakthroughs*

**Ordinary**

* Living on past achievements
* Doing the same stuff
* No growth or losing members
* Concerned about themselves
* Thinking small
* Being afraid
* Always breaking down



Being **EXTRAORDINARY** isn’t so much about what you are “doing”, it’s about how you are “**being**” [*as a Club and a Rotarian / Rotaractor*]. It’s what you stand for.

It’s about **creating new** **possibilities** of **accomplishing** something. It’s about living those possibilities authentically. It’s declaring yourself to be a long-term Rotarian dedicated to the fulfilling the motto of “Service Above Self”.

**[*Any further thoughts on that?*]**

[*How do you* ***practice*** *being an EXTRAORDINARY Rotarian / Rotaractor?*]

**PRACTICE being a “Service Above Self” ROTARIAN**

To be an EXTRAORDINARY **athlete**, you have to **PRACTICE**. To be an EXTRAORDINARY spouse, parent, citizen, leader, and/or **Rotarian** takes PRACTICE.

To create a sustainably EXTRAORDINARY **Rotary Club** it takes a LOT of practice every day!

[*Ask someone to* ***READ*** *out the following 4 sentences on bottom of their page 18:*]

The great [*American*] football coach Tom Landry once said” Everyone want to be a champion without putting in the work”.

* To go from being an “amateur” to a “**professional”** takes PRACTICE.
* To go from being a “novice” to being a **“master”** takes PRACTICE.

**PRACTICE**

**Become a Rotary**

**“Master”**

**Being**

**Vs**

**Doing**

* To become a person of **“integrity”** (i.e. doing what you say you will do, doing it when you say you will do it, do it to the extent that people expect of you) takes PRACTICE.

[*Quote:* ***Golfer Gary Player*** *said, “the more I play, the luckier I get!”*]

[*So it is also with* ***Rotary***.*]*

To go from being a member of a CLUB to being a **Rotarian** (meaning fulfilling the purpose of “Service Above Self”) takes PRACTICE.

Becoming and staying as an EXTRAORDINARY Rotarian takes PRACTICE.

It’s all in how you are “**Being**”, not just in what you are “doing”.

*[Do you agree with this comment: Through Rotary I can be the best me that I can be]*

What kinds of practice does it take to be a Rotarian?

[*Example: PE’s have 1:1 with each member over coffee / wine to ask:*

1. *Why are you in Rotary?*
2. *What are you interested in doing?*]

[*Who wants to share your* ***Rotary moment*** *= when you stopped being a member of Rotary and became a Rotarian?*

*[Now* ***THINK*** *about (self-reflection time), then* ***WRITE*** *your own answers to next 3 question, firstly as your Rotary Club, then you as an individual Rotarian / Rotaractor:]*

**COMMITMENT**

**Club Results**

**Club Actions**

**Your Actions**

**Committing Yourself To Being A More EXTRAORDINARY Rotarian** [*on their page 19*]

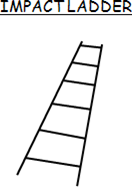
1. What EXTRAORDINARY results (future possibilities) do you want for your Club?
2. Now that you have defined the results and future possibilities for your Club, what NEW EXTRAORDINARY actions, different from ordinary past actions, are needed to accomplish these results?
3. Write 3 down on a sheet of paper: What **actions** are you personally willing to commit to accomplishing? By when? To what degree? Be very specific!

[*Who would like to* ***SHARE*** *what they have written?*]

[*The* ***Impact Ladder*** *is from Peter Senge’s 1st book “The 5th Discipline”.*

*It’s a* ***TOOL*** about ACTION steps about what might happen next and consequences which open up other benefits.

*Let’s see how to use it in manageable chunks*.]



**The Impact Ladder**

**The Impact Ladder is a powerful tool for creating and visualizing future possibilities that will lead to EXTRAORDINARY results.**

The Impact Ladder is the process of wondering what results could happen if a certain action was taken based upon a certain idea.

**The “ladder” can reach as high as you want it to extend.**

Please go around the room and each **READ** out a step]

EXAMPLE:

**Step #1:** A quiet young girl who was a junior in high school, without much self-confidence, from a relatively modest income family, whose mother has breast cancer, is suddenly invited to attend a Rotary Youth Leadership Awards (RYLA) weekend.

*[In NZ she would be RYPEN age group].*

**Step #2:** She attends the RYLA program and discovers she has leadership potential and gets along with people very well.

**Step 3#:** As a result of her discovering her leadership capabilities, she runs for Class President and is elected.

**Step #4:** As a result of being elected Class President, she is noticed by her teachers and receives a small Rotary scholarship that allows her to attend Vo Tech [*Vocational*] school [*NZ college*] after graduation.

**Step #5:** As a result of attending the VoTech school, she gets excellent grades and discovers the world of medicine.

**Step #6:** She graduates from the VoTech school, receives an additional scholarship, completes her bachelor’s degree at a University and goes on to medical school.

**Step #7:** After going to medical school she becomes a researcher for a large drug company.

**Step #8:** In her research, using some of the basic RYLA leadership she learned as a kid, she becomes a leader in her research group and together they make an incredible discovery of a new medication that will not only cure, but prevent breast cancer.

All this occurred because on one day when she was in high school, a Rotarian asked her if she would be interested in attending a RYLA conference.

[*Now let’s personalize The* ***Impact Ladder*** *for you:*

***ACTIVITY***

[*Today we’ve discussed*] some **future actions and results** that you and your Rotary Club could achieve. Select one of those items and walk it up the “Impact Ladder”.

*[Ask yourself what might happen next?*

*What’s the* ***next step****?]*

*[Who would like to first* ***SHARE*** *your Impact Ladder?]*

*[Who’s next to* ***SHARE****? etc]*

**CONCLUSION:** [*on their page 20*]

Today we have had a **conversation** that will guide you through the process for fundamentally TRANSFORMING and creating an EXTRAORDINARY Rotary Club and wider Rotary too.

You may also find yourself somewhat transformed from being just an ordinary person to becoming a more EXTRAORDINARY [*Rotarian*] than you already are.

You have to admit, this IS a different type of conversation than you’ve had in the past. It’s a powerful conversation.

[Please **SHARE** *one of your* ***takeaways*** *from today, NOT reading the summary in your notes*]

The conversion has been about….

* Putting the **constraints** of the past behind you and not allowing the past to control your future.
* Creating new **possibilities** for the future without any restrictions or barriers.
* **PRACTICE** every day to be **EXTRAORDINARY** yourself and in turn make your Rotary Club EXTRAORDINARY.
* Making a difference the world with **INTEGRITY** for yourself, for your community and for your Rotary Club.
* Being committed to The Rotary Motto of **“Service Above Self”** in thought and actions.
* It’s about establishing your own **INTEGRITY** for what you believe in and taking actions such that people can depend upon you.
* It’s about creating an **EXTRAORDINARY Rotary Club** and enrolling others in the commitment to accomplish that.

*[Remember your RLI Part 1, 1st Leadership module began with the quote: “As a* ***Rotarian****, I am by definition a* ***leader****”]*

**Gandhi** once said…” The best way to find your own self is to lose yourself in the service of others*.”*

*[We* ***challenge you*** *to:]*

Go forth to TRANSFORM yourself and your Rotary Club and wider Rotary.

Create the necessary “future possibilities” to become an EXTRAORDINARY “Service Above Self” community organization that will make a difference in the lives of your members, your community, [*NZ*] and the world.

[How?

**Say ‘yes’ to amazing opportunities** through Rotary / Rotaract … that can take you around the world.

What will you do when the next ‘door’ opens?

**How will you next make a difference?**]

***FEEDBACK FORMS* back please**

[or verbal feedback:

What did we do well today?

Opportunities for improvement next time?