

RLI

20th
ANNIVERSARY

A Joint Project of over 300 Rotary Districts worldwide



*2012-13 Rotary Year
Twentieth Anniversary Edition*

GRADUATE

RLI Graduate Course

**Transforming
Your Rotary Club**

TRANSFORMING YOUR ROTARY CLUB

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

STUDENT GUIDE

Session 1 of 3

Introduction – Session 1

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

This program is not about fixing old problems that exist in their 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 stand for, what has meaning for them and how their own personal integrity, based around the 4-Way Test, is important to their Clubs 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 and instruction carefully and become comfortable with the new concepts contained therein. It’s a new approach to creating EXTRAORDINARY Rotarians !!!

Welcome and Acknowledgement

Thank you for being here today. I want to acknowledge you for 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.

This course is a bit 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. As you will see and discover today, there is a significant difference between “doing” and “being”. We’ll talk 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 feel you have any questions about the terminology or about anything in our discussion today, please stop us and ask.

Creating an
EXTRAORDINARY
Rotary Club

Instructors Name

Student Introductions:

Let first go around the room and introduce ourselves. **Please share who you are, why you are here and what's important to you in Rotary AND in your life.**

Being Coachable

Are you coachable?

What does it mean to be “coachable”? What are the attributes of a good “coach”?

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

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 apprised of how you are doing
- motivation to keep you going stronger when your wanting to stop

• Introductions
• Being Coachable

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, Creating an EXTRAORDINARY Rotary Club, I again ask the question.... are you “coachable”?

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

• Introductions
• Being Coachable
• Listening

Listening – The Power to Performance

I noticed during our introductions that you were politely listening to each other. That was really nice. And I also noticed that some of you were distracted, thinking about other things, looking off in the distance, fiddling with stuff, etc.

Let's take a minute to talk about listening. Listening, not just causal listening, but real purposeful listening is one of the keys to extraordinary performance. Let's do a quick exercise..."

- 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.)

"Let's do another exercise..."

- 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.)

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

During today's session, I 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."

Actions

"Listening" is important because... **"people's actions correlate to how 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

- Introductions
- Being Coachable
- Listening
- **Actions:**
 - "People's actions correlate to how situations occur for them."

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 before.

This statement answers the often asked question, "**Why the heck 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 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.

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 realities.

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, our views. 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.

- Introductions
- Being Coachable
- Listening
- Actions:
 - "People's actions correlate to how situations occur for them."
 - there is no same reality for everyone.

Complaints – The “said” and the “unsaid”

Communications occur in both what we say and we don't say...the “unsaid”. Unsaid communications include (but are not limited to) assumptions, expectations, disappointments, resentments, regrets, significance, and simple body language.

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.

Clearing out the “said” AND the “unsaid” has to occur before anything new can be created. Like the filing cabinet 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.

- **Introductions**
- **Being Coachable**
- **Listening**
- **Actions:**
 - “People's actions correlate to how situations occur for them.”
 - there is no same reality for everyone.
- **Complaints**
 - the “said” and “unsaid”
 - disempowering
 - payoff
 - Let GO!!!

EXERCISE

Say what you want to about Rotary International, about your own Rotary Club, and/or about whatever is in your head about Rotary overall. Everyone listen closely to each other. Make no judgments about what is said. Don't hold back in your own sharing and just listen to each other closely.

I've heard what you said. Now tell me 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 he talking about, I don't have an inner voice.” So again, what have you “not said” that you inner voice is yelling at you ?

Views about Rotary

This is a great list for your true thoughts, feelings. Let's examine them for a minute,

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

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

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.

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 we see on the 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.

Are you willing to let all of this go? 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?

Once all are agreed and “aligned” upon the fact that this is past-based, take all the charts down, symbolically and actually throw them away.

Change Doesn’t Work

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

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

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.

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

• “Change” doesn’t work

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.

How many times have you seen "change" begin, and yet in the end nothing really changes, it just stays the same.

Past-based Thinking

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

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.

- "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. Suppose you had two filing cabinet drawers, One is labeled "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

- "Change" doesn't work
- Past Based Thinking
- Past Based Conversation



that good idea into the same filing cabinet drawer (or your memory) marked “FUTURE”. And so it goes many times again.

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.

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

ANSWER: Inability to truly create a new future and achieve significantly new results.

TRANSFORMATION – What does that mean?

So how do we get out of this world of past-based thinking, the world of change only for change’s sake?

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.” Think of the “transformers” toys that kids play with. By manipulating the toy in a certain way, it transforms from one shape to another shape.

- “Change” doesn’t work
- Past Based Thinking
- Past Based Conversation
- Transformation:
“creating future possibilities without the constraints of the past.”

In the context of creating an EXTRAORDINARY Rotary Club, let’s define TRANSFORMATION, as ...

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

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

A future possibility is anything we want to create.

“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 Conversation
- Transformation:
“creating future possibilities without the constraints of the past.”
- Language
- alignment

Beginning The Process Of TRANSFORMATION

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 is a table.

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 through language.

Session 1 Review

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.
- Transformation is the ability to create future possibilities without the constraints of the past.

--- BREAK ---

TRANSFORMING YOUR ROTARY CLUB

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

Session 2 of 3

Introduction – Session 2

Now we are going to talk about creating an EXTRAORDINARY Rotary 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 Rotary Club from where it is today to being a truly EXTRAORDINARY Rotary Club. Okay ...any questions so far?

Evaluating Your Rotary Club

Please take out a pencil and paper. Please evaluate your Rotary Club on a scale of 1 to 10; **1 being awful and 10 being perfect**. Just think about it for a moment and write a number from 1 to 10.

Share your evaluation results.

What's working ?

Everyone your Clubs and came up with an average of ____ out of 10. 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.

What's NOT working ?

Thanks for sharing your thoughts about what's working. This is really great stuff and I 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 feel their Club is a Perfect 10.

Club Evaluation
1=awful, 10 =EXTRAORDINARY

What's Working?

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What's NOT Working?

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

Please understand, there is nothing wrong here with your Clubs. I’m 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 moment to be honest and objective and list for ourselves “What’s Not Working”

What’s Missing ?

“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.”

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

Creating a Perfect 10 Club

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.”

Speaking of 10, **let’s talk about what a Perfect 10 Rotary Club looks like**. Suppose you moved to a new community where there was no Rotary Club. Being the experienced Rotarian you are, you’ve decided to create a new Rotary Club, and this time you want to make it a Perfect 10. You sit down at your kitchen table with a blank piece of paper and start listing what that Club would look like. What does that list include?

- *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” 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?*

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

Great Discussion. You’ve identified what’s working, what’s not working and even what a Perfect 10 Club looks like.

What's Missing?
the presence of which, would make a profound difference in the effectiveness of your Club?

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Creating A Perfect 10 !

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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?

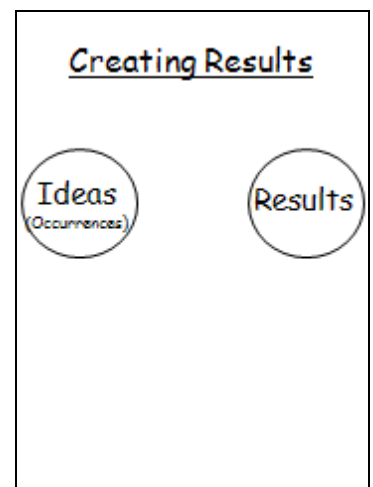
ANSWER: Nothing different will happen. Everything will stay the same.

As an analogy, 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 recruitment programs, etc.

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.

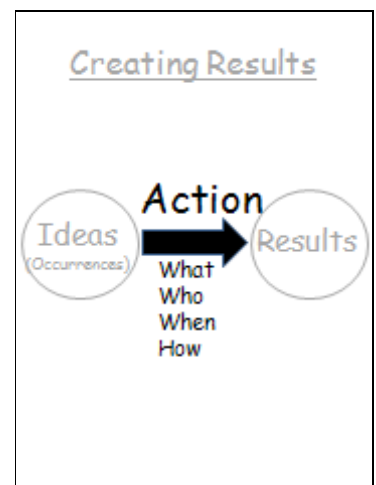
Ideas, ACTIONS, Results

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? So what's missing?



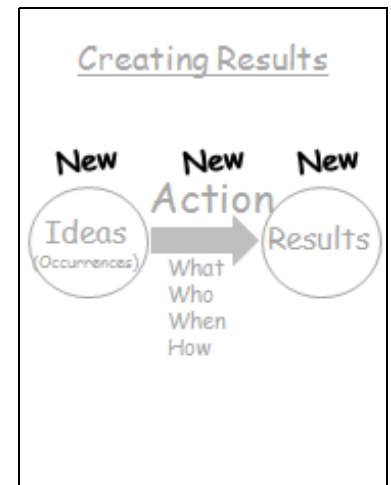
What's missing is ACTION !

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?



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?

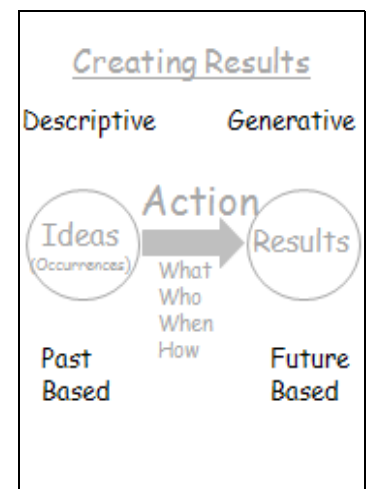
NEW Results require **NEW** actions, and **NEW** actions require **NEW** idea, new occurrences, new ways of having conversations.



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. 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.

Yet descriptive language has limitations. It merely describes what is happening in this moment or has happened in the past. You can’t easily 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.

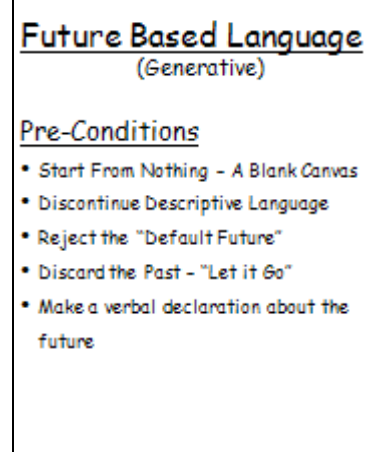
Examples:

- 1) Martin Luther King “had a dream” and began to create a world without segregation.
- 2) 52 men created and signed the Declaration of Independence creating a new country called the United States of America.
- 3) John Kennedy declared the human race was going to the moon, and we did!

Pre-Conditions For Creating New Futures

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:



- a. 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.
 - b. 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.
 - c. 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.
- 2) **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.

Future Based Conversations

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 in 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 others 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 !

Session 2 Review

**Future Based
Conversations**

- Inspire Action !
- Gets Everyone Involved !!
- Creates Integrity !!!

*BEGINS THE
TRANSFORMATION !!!*

*...Creating New
Possibilities without the
Constraints of the Past...*

- 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 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
 - Making a Verbal Declaration about the Future.
- Future Based Conversations...
 - Inspire Action
 - Get's Everyone Involved
 - Creates Integrity

- BREAK ---

TRANSFORMING YOUR ROTARY CLUB

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

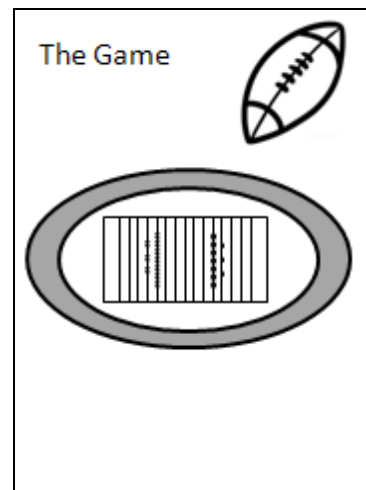
Session 3 of 3

The Game of Rotary

Let's talk about the game called "Rotary".

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.



Being on the game field or in the stands?

Rotary is somewhat analogous to 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.

Let's assume at the Rotary game we have two teams on the field consisting of 12 people on each team. These 12 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 !

The people in the stands are, of course, watching. 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.

INTEGRITY – The Heart of Rotary

There are only two absolute requirements for being a Rotary member. Pay your dues and attend half the meetings. Everything beyond that is “extra credit”.

In our Clubs we have people calling themselves “members” who are, in fact, merely sitting in the stands. Yet 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 half the meetings, where is the “integrity” around being a Rotarian and all it stands for?

What do you stand for? What does the word “integrity” really mean to you? What words come to mind when we speak of integrity?

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

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. 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.

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

Integrity

- 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.**
- 2. Being true to your personal ideals, standards and ethics.**
- 3. Taking a public stand for things that matter to you.**

Integrity

Doing what you say
you’ll do...

Doing it when you say
you will do it...

Doing it to the highest
quality level that you say
you will do it and that other
people expect of 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. 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 close, let’s examine the bike wheel itself. It’s sort of analogous to our own Rotary wheel.

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

ABSOLUTE INTEGRITY = EXTRAORDINARY PERFORMANCE
LACK OF INTEGRITY = LACK OF PERFORMANCE

Becoming an EXTRAORDINARY Rotary Club

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

Ordinary

Living on past

achievements

Doing the same stuff

No growth or losing

members

Concerned about

themselves

Thinking small

Being afraid

Always breaking down

Extraordinary

Creating future

possibilities

Expanding their impact

Growing membership

Concerned about

community

Thinking BIG

Having Courage

Creating

breakthroughs

<u>EXTRAORDINARY</u> <u>Rotary Club</u>	
<u>Ordinary</u>	<u>EXTRA-ORDINARY</u>
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Being EXTRAORDINARY isn’t so much about what you are “doing”, it’s about how you are “being”. 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”.

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!

The great 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.

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.

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

<u>PRACTICE</u>
Become A Rotary “Master”
Being vs. Doing

So it is also with Rotary. Becoming and staying as an EXTRAORDINARY Rotarian takes PRACTICE.

It's all in how you are "Being", not just in what you are "doing".

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

Committing Yourself To Being An EXTRAORDINARY Rotarian

What EXTRAORDINARY results (future possibilities) do you want for your Club?

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?

What actions are you personally willing to commit to your personal integrity to accomplishing? By when? To what degree? Be very specific !

COMMITMENT

Club Results

Club Actions

Your Actions

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.**

IMPACT LADDER



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 asked to attend a Rotary Youth Leadership Awards (RYLA) weekend.

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 school 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.

A few minutes ago you wrote down 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”.

CONCLUSION:

Today we have had a conversation that will guide you through the process for fundamentally TRANSFORMING and creating an EXTRAORDINARY Rotary Club. You may also find yourself somewhat transformed from being just an ordinary person to becoming a more EXTRAORDINARY person 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.

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 Before 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.

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

Go forth to TRANSFORM your self and your Rotary Club. 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 and the world.

RLI Graduate Course

Council On Legislation



The Council on Legislation

Note to instructor: There are in many cases no right or wrong answers. Some of the areas covered are philosophically or of a theoretical nature and will rely on various interpretations. Participants are encouraged to keep an open mind and think of what's best for Rotary.

1. **What would you change about Rotary?**
 - a. specifics and why
2. **How does Rotary change?**
 - a. Clubs or districts independent actions
 - b. RI Board of Directors
 - c. Council on Legislation
3. **What is the Council on Legislation?**
 - a. Makes or amends the "laws" or Rotary as found in:
 1. The Rotary International Constitution
 2. The By-laws of Rotary International
 3. The Club Constitution
 - b. It CAN NOT change the club by-laws document
 1. Only the Board of Directors can change club by-laws
 - c. It CAN NOT change the "policies" of Rotary International
 1. Only the Board of Directors makes the policies of RI
 2. Council on Legislation can make "suggestions" regarding policy
4. **How does the Council on Legislation differ from a Parliament or Legislature?**
 - a. Clubs can overrule Council on Legislation
 1. They have 2 months to challenge decisions
 2. So far it has never happened
 - b. The COL has no continuing responsibility for its decisions
 - c. It uses NO precedents or considerations, nor is it bound by decisions of previous COL actions
5. **A Quick History of the Council on Legislation** (optional)
 - a. From 1910 to 1930, all legislation and significant issues were decided at the International Conventions. Delegates made motions from the floor and the issues were voted on by the attendees.
 - b. At the 1930 Convention, over 11,000 Rotarians made the process chaotic.
 - c. At the 1932 Convention, A Convention Resolutions Committee tried to screen the number of proposals, but the system didn't work well.
 - d. At the 1933 Convention, a Council on Legislation was proposed where a smaller number of delegates screened and review proposals – with a final vote on the proposals still taken at the International Convention.
 - e. In 1934 – the first Council on Legislation met.



- b. Districts can make proposals to the COL.
 - 1. These can be made at District Conferences or by ballot-by-mail procedures.
 - 2. No District proposals can be forwarded to RI without District endorsement at the District conference.
- c. The RI Board of Directors can make proposals to the COL.
 - 1. They can make both enactments and resolutions.
- d. The Council on Legislation can make proposals.
- e. The Conference of RIBI (Rotary International-British Isles) can make proposals.

8. What Happens After a Proposal is Made?

- a. Cutoff date of June 30th of the year preceding the COL
 - 1. Has to be in RI hands – not just postmarked
 - 2. All pieces received after June 30th – not included
- b. Sent to the Constitution and By-Laws Committee
 - 1. They review it for completeness
 - 2. Technical review of the proposal
 - 3. Importance of purpose
 - 4. Effect and financial implications of the proposal
- c. They send back pieces
 - 1. Defective or not in proper format
 - 2. Resolutions not within the framework of RI (i.e. declaring a Rotary day)
- d. Once proposal is approved, it's sent to the Operations Committee for placement on the agenda
- e. The COL adopts its own Rules of Procedure – normally based on what happened at the previous COL.
 - 1. Robert's Rules of Order ARE NOT applicable
- f. Before the COL begins there is a workshop where the rules of procedure are discussed.
- g. A binder is provided to all participants containing all the pieces of legislation before the Council convenes.

9. Areas of Interest

- a. Proposals that deal with clubs, club issues, membership, attendance and territory gather the most interest.
- b. COL unlikely to debate the same concept more than once.
 - 1. Normally the best similar proposal is discussed first with the others being withdrawn or rejected quickly.
 - 2. Most frivolous pieces removed or withdrawn early.
- c. Tolerance and good will among the participants stressed.
- d. May differ in opinions but should never take it personally.
- e. The mover has 3 minutes to make case
 - 1. Speakers at microphone have 2 minutes to make case
 - 2. Mover has 2 minutes total rebuttal time after all speakers have spoken
 - 3. Speaker may only speak once
 - 4. Chair will try to balance debate between for an against
- f. Distribution of materials meant to influence, not allowed after voting delegates arrive in Chicago – no campaigning.



1. Delegates consisted of current out-going DGs or Rotarians appointed in their place.
 2. About 100 people were present – it met for 3 days to deliberate on 26 items
 3. The 2004 COL had 527 voting members and met for 5 days – 476 total proposals consisting of 250 enactments and 226 resolutions were considered.
 - f. The COL met annually for the next 20 years, then every 2 years for the next 20 years. Since 1974, the COL now meets every 3 years.
 - g. To be a “qualified” voting member, Rotarian must have served a full term as an officer of Rotary International (DGs and PDGs are considered officers of RI. Exceptions can be made under certain situations.)
 - h. The COL used to meet at different locations around the world but since 2001, now meets in Chicago.
 - i. Since 1934 to 1970, the COL acted as an “advisory board” to the convention. The convention delegates still had the power to vote on the proposals. In 1970, the COL changed from an advisory role to an actual legislative role. After 1970, the conventions had no role in enacting legislation.
 - j. Today, the COL consists of 1 representative from each district. Most are PDGs. Non-voting members include all past RI Presidents, the General Secretary, any past General Secretary for the last 10 years, the RI Board of Directors, members of the constitution and by-laws committee serving on the Council Operations Committee, one trustee of the RI Foundation, up to 3 members at large, the chairman and vice chairman of the COL. The chairman can only vote in a tie-breaking situation. The Chairman of the COL is appointed by the RI President.
6. **What are the two types of Proposals that can be submitted to the COL?**
- a. Enactments: These change the official documents of Rotary International. They make specific referrals to the articles and sections of the RI Constitution, the RI By-Laws and the Club Constitutions. They CANNOT Change Foundation documents.
 - b. Resolutions: These are specific “recommendations” of policy, direction or content of Rotary programs, to the Board of Directors. Resolutions can also be used to suggest changes regarding the by-laws, constitution, or policies of the RI Foundation, but such suggestions have to be submitted to their Board of Directors, who in turn, make the recommendation to the Board of Trustees of The Foundation.
 - c. Enactments that are passed by the COL become changes to the official documents, unless overridden by the clubs.
 - d. Resolutions that are passed by the COL are forwarded to the Board of Directors. IF the Board of Directors agree with the suggestions, they are incorporated into the “Code of Policies.” If the Board of Directors disagree, then no action is taken. The final decision as to any actions taken on a resolution rests with the Board of Directors.
7. **Who can make a proposal to the Council on Legislation?**
- a. Any club in the world can submit an enactment or resolution.
 1. The proposal must be voted and approved by the club BOD AFTER approval by the general membership.
 2. The club then submits the proposal to the District Conference for endorsement.
 3. No proposals can be submitted to RI without District endorsement.

PROPOSED LEGISLATION AT THE 2010 COL

Activity: Study and analyze actual proposals for the 2010 Council on Legislation. Once the enactments and resolutions for the 2013 session are available, they can be used.

Small groups in the class can choose a topic, spend 10 minutes to prepare a brief in support of that legislation, then speak to their support. Other class members are encouraged to speak against the proposal. The class then votes on acceptance or rejection.

001 Request the RI Board to consider encouraging Clubs to create a training and leadership committee

003 Request the RI Board to encourage Clubs to place the Manual of Procedure next to the Rotary bell at meetings

006 Provide for e-Clubs

007 Prohibit discussion of business matters or private disagreements during Club meetings

019 Allow attendance credit for inviting a prospective member to a Club meeting

020 Eliminate attendance credit for attending a Club-sponsored event or meeting

030 Provide that Clubs may vary the frequency of their regular meetings

040 Preclude Clubs from limiting membership based on sexual orientation

045 Create a new category of membership: corporate membership

062 Provide that Districts hold a District Conference at least every two years

064 Request the RI Board to discontinue the practice of sending President's Representatives to District conferences

068 Request the RI Board to consider including landmine relief efforts in RI and Rotary Foundation humanitarian programs

076 Request the RI Board to consider raising awareness of environmental issues

085 Request the RI Board to consider establishing an award for service to humanity

090 Request the RI Board to consider modifying the age limits for InterAct and Rotaract

094 Request the RI Board to endorse and support the EarlyAct program

- 106 Request the Trustees to consider adopting avoidable blindness as a worldwide program to follow the PolioPlus program
- 132 Reduce per capita dues for members under the age of 40
- 150 Extend the term of District Governors from one year to two years
- 168 Authorize the RI Board to suspend or terminate a Club that fails to comply with stewardship policies of the Rotary Foundation
- 183 Allow Rotarians to receive the official magazine via the Internet
- 193 Request the RI Board to adopt a Rotarian prayer
- 195 Request the RI Board to consider organizing a world contest to compose a peace anthem