

LEADERSHIP IN VOLKSSPORTS

What all organizations have in common.

- They Change
- They all survive or die
- They either grow or shrink in size
- Effectiveness varies over time
- All have leaders, whether elected or not

Organizations and Success

"An organization that is content to coast along maintaining the status quo doesn't need a leader. An administrator will do."

Organizations and Success

- *Coasting in a changing environment causes an organization to fall behind over time.*
- *To keep pace, an organization must adapt and change.*

Why do we need leaders?

- Survival requires adapting to changing circumstances.
- Strong leadership makes change happen.

Won't Managers do?

- Managers and leaders are not the same.
- Leadership goes beyond management to innovation and change.

Why Leaders?

- Leadership means:
 - Developing visions
 - Turning visions into workable agendas
 - Communicating agendas to others in a way that results in excitement and commitment, and
 - Making sure that everyone persists until the agendas are completed.

What Leaders Do

1. Communicate
2. Develop responsible followers
3. Inspire goal accomplishment
4. 'Walk the walk'
5. Focus attention on important issues
6. Connect their group to the outside world.

1. Leaders create values through communication

- What leaders communicate about:
 - Values that give meaning and purpose to their efforts.
 - A vision of the future.

how leaders communicate:

face-to-face conversation

walking the walk

attitude

Attitude

- Optimism is contagious
- Unfortunately, so is pessimism

2. Develop responsible followers

- Leaders make followers feel responsible for what happens.
- Leaders provide frequent positive feedback.

2. Develop responsible followers

- Leaders:
 - Involve others
 - Seek advice
 - Ask for information
 - Solicit solutions
 - Give praise publicly

3. Inspire goal accomplishment

- Leaders:
 - emphasize small wins to build confidence and motivate people to do more.
 - place importance on achieving tasks, not themselves.
 - focus on the organization's goals and sometimes bend the rules when necessary to get the task done.
 - are seldom content with past achievements.

4. Leaders 'Walk the walk'

- Leaders:
 - earn their followers partly because leaders symbolize the values of the group they lead.
 - know that people copy their behavior.
 - Know that when difficult times arise, people look to their leaders for reassurance.

5. Leaders focus attention on important issues

- Leaders ferret out key issues and tough problems,
- Leaders recognize that only a limited number of goals can be pursued at any one time. They carefully choose what to emphasize.

6. Leaders connect their group to the outside world.

- Leaders are links for information for club members. Club leaders are often the center of a complex network of relationships with outside groups (State organizations, AVA, IVV, other clubs).

A successful volkssport leader:

- Is flexible rather than rigid

A successful volkssport leader:

- Is always positive and refuses to see things negatively.

A successful volkssport leader:

- Delegates but doesn't dump.

A successful volkssport leader:

- Is honest in dealing with others

A successful volkssport leader:

- Is aware of internal forces in the group
He/she chooses the style of leadership
after assessing these forces.

A successful volkssport leader:

- Does not avoid responsibility by the simple expedient of involving others in the decision.

A successful volkssport leader:

- Makes certain that necessary decisions are made by the group whenever this is feasible: but by himself/herself if the situation requires it.

A successful volkssport leader:

- Recognizes members efforts often. A simple 'thank you' goes a long way - a public thank you goes even farther.

A successful volkssport leader:

- Avoids saying "But that is the way we have always done things".

A successful volkssport leader:

- Does not push prospective members to join, but makes sure they feel welcome.

A successful volkssport leader:

- Gets new members involved without overwhelming them.

A successful volkssport leader:

- Keeps in mind both the immediate problem and long-range effectiveness of the group.

(pick your battles)

A successful volkssport leader:

- Steps down from a position before getting burned out, so he/she can help their successor.

A successful volkssport leader:

- Remembers that volkssports are fun, not work.

A successful volkssport leader:

Doesn't forget the Five F's:

- Fitness, Fellowship, Fun, Fun and Fun!

The most important rule:

Have fun!!