



Marrakesh, Morocco

SEPTEMBER 16-19

FRIENDSHIP FORCE INTERNATIONAL



friendship force
INTERNATIONAL

Leadership Training Workshop

Marilyn Peterson (FF Oregon's Mid-Willamette Valley)

Barbara Macken (FF National Capital Area)

Bill Harrington (FF Tucson)

Marty McKnew (FF Sacramento)

Kathy Hsu (FF Kaohsiung)

Approaching Leadership Differently

Kathy Hsu: Strong Leadership for Club Presidents & EDs

Bill Harrington: How clubs can support the vision of FFI

Marilyn Peterson: The Many Shapes of Leadership: Club Officers, Board Membership, Exchange Leaders, Region (Country)

Marty McKnew: Finding and Nourishing Exchange Directors

Barbara Macken: Wrap-up & Final thoughts

Kathy Hsu: Strong Leadership for Club Presidents & EDs

Strong Leadership for Club Presidents & EDs

Kathy Hsu: Strong Leadership for Club Presidents & EDs

A: Capability

English language is universal, but not the mother tongue of many FFI clubs.

Language barriers can cause difficulty with communication, not to mention culture.

Leaders with good command of English is a must.

Being able to read and understand FFI Policies is important.

Kathy Hsu: Strong Leadership for Club Presidents & EDs

B. Enthusiasm!

Leaders must love to carry on the goodwill mission for the country and for the city. Sense of responsibility has thus been shown.

Kathy Hsu: Strong Leadership for Club Presidents & EDs

C: Inspiring!

If leaders lead with passion, others will follow.

Sometimes, activities of inbound and outbound are not as much fun due to various reasons, but they are rare!

Kathy Hsu: Strong Leadership for Club Presidents & EDs

D: Guts!

Let go of those club members who don't fit in.

If the majority of club members don't feel comfortable with a member due to his or her personality or bad attitude, let them go!

If members do not follow the club rules (example: they do not pay annual fee even after having been told to do so), let them go! I actually "fired" two couples by sending an email and CC to all the other club members.

Bad members drive away good ones.

Strong leaders must be courageous enough to get rid of bad ones, and then good ones bring more good members.

Kathy Hsu: Strong Leadership for Club Presidents & EDs

E: Learning by doing:

Any good leader needs to do to be trained.

An appropriate mentor can help with communication, negotiation, and showing interests.

Kathy Hsu: Strong Leadership for Club Presidents & EDs

F: Global Exchange Coordinator:

It is important for everyone to know who the host ED is, and to have their contact details.

Kathy Hsu: Strong Leadership for Club Presidents & EDs

G: Adapting Technology

Take advantage of modern technology,

Such as FB, Zoom Meeting, and Line, etc.

Social media and websites help to organize club activities efficiently!

Kathy Hsu: Strong Leadership for Club Presidents & EDs

H: Conclusion

Live and learn!

Mahatma Gandhi said:

"Live as if you were to die tomorrow. Learn as if you were to live forever."

Learning is indeed a lifelong investment!

Bill Harrington:

How clubs can support the vision of FFI

Bill Harrington: How clubs can support the vision of FFI

Leadership: A three-part activity:

1. FFI HQ
2. Clubs
3. Individuals

Bill Harrington: How clubs can support the vision of FFI

Mission

Values

Vision

Bill Harrington: How clubs can support the vision of FFI

FFI HQ:

The Facilitator

Doing more with less

Bill Harrington: How clubs can support the vision of FFI

Clubs

Active members

Burn out

Aging

Two way street!

Bill Harrington: How clubs can support the vision of FFI

FFI = Best kept secret

Recruitment tools

Centralization

Bill Harrington: How clubs can support the vision of FFI

A major component of leadership is supporting the Mission!

Bill Harrington: How clubs can support the vision of FFI

“Friends never say goodbye” – they say – “until we meet again”

Bill Harrington: How clubs can support the vision of FFI

Thoughts?

Marilyn Peterson:

The Many Shapes of Leadership: Club Officers, Board
Membership, Exchange Leaders, Region (Country)

Marilyn Peterson: The Many Shapes of Leadership

Club Officers

The traditional approach:

- 1 president (executive officer),
- 1 Vice President or 2,
- 1 secretary (the records organizer),
- 1 treasurer (the financial officer)

Marilyn Peterson: The Many Shapes of Leadership

Alternative approaches:

Include past president, VP or President-elect (perhaps membership, succeeds to president), Second

Vice President (could also be membership or program chairperson)

Each office could be held by 1 or more persons

2 persons share the position or even 3

3 Co-Presidents can work, each contributing his/her own strengths

Marilyn Peterson: The Many Shapes of Leadership

Alternative approaches (continued):

Separate treasurers for operating funds and exchange funds and non-profit donations

US 501(c)3 best practices suggest separating operating from donation funds

Forego specific officers and use a committee of the whole approach

Non-profit may still need specific names for legal/registration purposes

Marilyn Peterson: The Many Shapes of Leadership

Other club organizational models:

Few, if any, regular meetings

Gather only for exchange activities

Switzerland model “club light”

Japan: associate members who only come to welcome, farewell parties

Marilyn Peterson: The Many Shapes of Leadership

Board organization:

Traditional

Only the elected officers, EDs, and permanent committee chairpersons.

Alternatives:

Committee of the whole (if small club)

Marilyn Peterson: The Many Shapes of Leadership

Club meetings:

Monthly at fixed date and time (traditional approach)

Business meetings

Alternative:

Schedule meetings at a time working members can attend

Social events regular schedule, ex: the 5th at 5

2nd Tuesday at 10 and the 4th Thursday at 6

Marilyn Peterson: The Many Shapes of Leadership

Exchange models:

Traditionally one Exchange Director per exchange does everything

New approaches:

Co-exchange directors (two or three persons)

Divide and conquer:

One might do all the financials, the other all the communication

Exchange by committee, dividing the work into smaller units

Marilyn Peterson: The Many Shapes of Leadership

Hosting:

If 5-7 days is not workable for some hosts, share hosting by having multiple hosts for the same ambassador.

Break up the exchange by doing an overnight (hotel, campground)

Marilyn Peterson: The Many Shapes of Leadership

Planning

ED can do everything or the club may have a standard inbound program that they always use so the ED simply follows the plan

Members become tired of the same old plan, variety keeps things interesting

Co-EDs divide up the planning, and follow the plan

Inbound exchanges are tailored to fit the specific exchange considering date, theme, ambassadors' special requests, language, country of origin

Planning might be done by an ED, co-EDs, a committee, the club board, or by asking any and all club members to participate (the more the merrier)

Marilyn Peterson: The Many Shapes of Leadership

Execution of exchanges or other projects:

Share the work with co-leaders, small committees

Vital to include new members and even non-members

Non-members can host dinners, drive to events, even host

Marilyn Peterson: The Many Shapes of Leadership

Training alternatives:

ED Intern: a new person who learns by watching, assisting experienced ED(s);
the intern may only watch, attend meetings or actually do some of the work

Instead of club by club training involve the region or several clubs

Use technology where it fits:

WebEx for training

Marilyn Peterson: The Many Shapes of Leadership

Regional collaboration:

Traditionally each club operates independently reporting to FFI

Independent clubs with a regional Field Rep

Club leaders/presidents meet regularly (use technology to avoid travel)

Enhances club collaboration, ex: multi-club exchanges, regional events/celebrations, mini-exchanges

More formal committee for regional governance

Regional approach to exchange requests (collaboration in the request process)

Newsletters, websites, “flyer” with a regional basis

Marilyn Peterson: The Many Shapes of Leadership

Thoughts?

Questions?

Marty McKnew:

Finding and Nourishing Exchange Directors

Marty McKnew: Finding and Nourishing Exchange Directors

What makes a good ED?

Enthusiastic

Organized

Good communicator

Flexible

Patient

Marty McKnew: Finding and Nourishing Exchange Directors

Finding the Right ED

- Ask for volunteers
- Offer incentives
 - Outbound: Ambassadors pay ED travel expenses
 - Inbound: Free membership for following year
Earn travel credits - \$15 per ambassador toward outbound
- Arrange for a mentor and/or an assistant
- Provide ED Training

Marty McKnew: Finding and Nourishing Exchange Directors

ED Training

Offer ED training to interested members

At club level or combined with other clubs

Identify former EDs – both in- and out-bound as trainers

Materials available

FFI ED Manual

FFI Training

Sacramento Club model

Marty McKnew: Finding and Nourishing Exchange Directors

Support and Encourage ED

Select ED early

Establish a committee to help plan inbound

Invite ED to board meetings

Provide opportunities to advertise exchange

Encourage treasurer or exchange treasurer to collaborate on the exchange budget

Help recruit ambassadors

Maintain history for EDs that follow

Marty McKnew: Finding and Nourishing Exchange Directors

A successful exchange begins and ends with an enthusiastic exchange director who truly believes that the Friendship Force provides great opportunities for people **to experience the world** while making new friends.

Marty McKnew: Finding and Nourishing Exchange Directors

Thoughts?

Questions?

Barbara Macken:

Focus on Leadership

Barbara Macken:

Take a step back from the practical to look at what makes a leader

Leadership and Management are different

Leading employees is different than leading volunteers

Barbara Macken:

Our approaches will differ:

Society and culture

Membership composition (interests, ages,...)

Geography (urban/rural) and politics

What works here may not work there.

Methods of communication will differ

Use of technology and internet will not be the same

Barbara Macken:

What our club leaders have in common:

Enthusiasm for the mission

Dedication

We all begin in the same place:

Friendship Force mission and vision

“To promote global understanding across the barriers that separate people”

“Create a world of friends that becomes a world of peace”

Barbara Macken:

All leaders need to have the ability to:

Attract people and make things happen

Translate the vision and mission into action

Communicate effectively

Collaborate with and encourage others

Recognize the sincere efforts of volunteers

Leaders are not born with these abilities.

Barbara Macken:

Leaders need to develop:

People/social skills

Confidence in themselves

Communication skills

Networking skills

Barbara Macken:

Thoughts on a Strategy for Club Leadership:

Engage others (board, committees, future leaders)

Set goals/targets based on mission & vision

Develop a plan

Implement incentives to encourage new volunteers

Assign a point person

Assess progress

Minimize challenges, create opportunities

Barbara Macken:

Where to Begin:

Pull together interested members

Find training through FFI, region, or locally

Find templates for setting goals and developing strategy

“There go my people. I must follow them, for I am their leader.”

- Mahatma Gandhi



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