



GINGER—Question 1: How can I develop my leadership skills?
Kathy Baker, GFWC Mississippi Valley Region

The fact that you are attending the GFWC Convention shows you are already in the process of developing your leadership skills. Consider these key steps as you seek to further develop your leadership skills:

1. Identify your strengths and weaknesses.
2. Learn from successful leaders: Understand their leadership style and how they handle various situations.
3. Take leadership courses.
4. Improve communication skills: Learn to clearly express ideas and be a good listener.
5. Influence and motivate others: Understand what drives the people you are trying to motivate and work within their personalities.
6. Be a problem solver: Seek to think creatively and solve problems.
7. Continuous learning: Be a lifelong learner.
8. Find a mentor: Connect with someone experienced in leadership who can provide valuable guidance and honest feedback.
9. Practice discipline: Good discipline habits, such as punctuality and meeting deadlines, sets a positive example.

MARY ANN—Question 2: How can I get the members to take a leadership position?
Sheli Fehr, GFWC Great Lakes Region

1. There is an old adage about how long one should speak. *"Don't speak longer than the rear can endure."* This is also true when asking members to do things. Don't keep asking the same members, even though they are the ones who always volunteer. That leads to burn out.
2. Split up tasks. Maybe the project needs more than one chairman. If your club is having a rummage sale, you could have one chairman assigned to deal with vendors, one chairman to coordinate logistics and set up, and one chairman to handle public relations and advertising.
3. Evaluate the number of projects your club is doing. You may choose to eliminate some projects. Use the GFWC Top 10 Projects listing to find a project that fits with your club and community. As a club, you do not have to do it all. You can choose which CSP to emphasize. Choose the areas of interest to your club women.

4. Provide a range of volunteer opportunities to cater to different interests, skills and schedules. Offering flexibility allows individuals to find opportunities that align with their passions.
5. Assigning members in different positions creates new ideas and enthusiasm.

THURSTON—Question 3: How can I overcome leadership challenges?
Sandy Hauenstein GFWC Middle Atlantic

1. Stay humble. Recognize the value of your members. You may be the chairman or the president, but members are volunteers not employees.
2. Exude self-confidence. Self-confidence is essential to motivate others. Motivate but don't be a dictator.
3. Be clear of your role and understand your responsibilities.
4. Be authentic. There are many types of leaders and ways to lead. Find a style that aligns with your values and personality.
5. Find support. Seek advice and guidance from mentors, peers, or professional networks.

PROFESSOR—Question 4: How do you handle an overbearing president/chairman?
Suzanne Simons, GFWC South Central Region

1. Take a step back and analyze the situation before reacting. Seek to understand if this is an isolated incident or part of a pattern?
2. Understand the why. Are there some personal factors that need to be considered?
3. Check yourself. Evaluate your own behavior. Are you contributing to the situation in any way?
4. Build trust. Show that you are reliable. Meet deadlines and stay organized.
5. Communicate consistently.
6. Maintain professionalism. Regardless of another's behavior, maintain your cool.
7. Clarify expectations. Make sure you understand what is expected of you.
8. Provide frequent updates. Keep your chairman or president informed about your progress.

GILLIGAN—Question 5: How can we address the issues of recruitment and retention?
Anne Engelhardt, GFWC New England Region

1. Leaders need to develop innovative strategies to attract new members and keep existing members engaged.
2. Make sure to offer a variety of diversified activities and volunteer opportunities.
3. Provide opportunities for skill development and training relevant to the club's activities. Encourage members to take advantage of workshops, seminars, and mentoring programs offered by GFWC. When members enhance their skills, they feel more confident in their roles.
4. Recognize and appreciate the efforts of volunteers. Acknowledge members publicly, celebrate milestones, and express gratitude for their dedication. Feeling appreciated encourages members to continue their involvement.

5. Use various communication channels (e.g., social media, email newsletters, meetings) to keep members informed about upcoming events, projects, and opportunities for involvement. Regular communication helps maintain engagement and fosters a sense of belonging.
6. Be flexible. Recognize that members have varying levels of availability and commitment. Offer flexible volunteering options, such as remote or short-term projects, to accommodate different schedules and preferences.

LOVEY—Question 6: A mentor is a valuable leadership tool. How do I select one?
Carol Lopez Lucey, GFWC Western States Region

1. Selecting the right mentor is important. Here are things to consider. Do they understand your needs? Where do you want to grow? Decide if you want to focus on leadership skills, event planning, community outreach or some other area?
2. You can look for individuals in your current club or in a neighboring club. Compatibility in personality and communication style is also an important aspect to consider. Are they accessible? Are they willing to commit to mentoring you? Volunteers have busy schedules so it is essential to find someone who can dedicate the time and support you need.
3. Ask for help and advice in selecting a mentor. Others may be able to suggest individuals who have a reputation for providing excellent mentorship and support.
4. Always trust your instincts when selecting a mentor. Choose someone with whom you feel comfortable sharing your aspirations and challenges and who you believe can offer valuable advice and support.
5. Remember that mentorship is a reciprocal relationship. While your mentor can provide guidance and support, be proactive in seeking feedback, implementing advice and contributing to success.

SKIPPER—Question 7: How do we prepare our leaders for tomorrow?
Shelli Pue, GFWC Southern Region

1. We need to provide the necessary support, resources, and opportunities to develop skills and to expand knowledge needed to assume leadership roles effectively.
2. We can implement structured leadership development programs tailored to the needs of club women. We can organize workshops, seminars and training sessions covering a variety of topics including communication skills, conflict resolution, strategic planning and team building. In essence, we can offer a club-based LEADS program.
3. We can create opportunities for women to network and collaborate with peers both within and outside our organization.
4. We can encourage and create an environment that promotes innovation and creativity among women's club leaders. We can support women and inspire them to explore new ideas, experiment with different approaches and take calculated risks.
5. We can offer continuous feedback and evaluation as we establish methods for collecting feedback from our leaders about their experiences, needs and areas for improvements.

Cruise Director—Question 8: Succession planning is important? How do we prepare our upcoming leaders?

Ann Landis, GFWC Southeastern Region

Succession planning in a woman's club is crucial to ensure the continuity of leadership and the long-term success. Here are several steps to prepare future leaders effectively:

1. Identify potential leaders using interest surveys and discussion groups in long range planning sessions.
2. Foster an environment where members are encouraged to participate.
3. Develop mentorship programs by pairing potential leaders with current leaders.
4. Implement a system where members can rotate through various leadership roles to ensure an understanding of the big picture.
5. Consider co-chairman roles pairing a novice and an experienced member together.
6. Create a timeline to guide new leaders. Have a face-to-face meeting where the past chairman can share with the new chairman. Pass information along.
7. Promote inclusion and diversity. Create an environment where new ideas and perspectives are welcomed.
8. Acknowledge contributions. Use rewards, incentives and public acknowledgement.

Leadership Odyssey: Charting a New Course



Leadership Odyssey: Charting a New Course!



Shelli Fehr—GFWC Great Lakes Region



“Mary Ann Summers”



Kathy Baker—GFWC Mississippi Valley Region



“Ginger Grant”



Suzanne Simons—GFWC South Central Region



“Professor Roy Hinkley”



Anne Engelhardt—GFWC New England Region



“Gilligan”



Sandy Hauenstein—GFWC Middle Atlantic Region



“Thurston Howell III”



Carol Lopez Lucey—GFWC Western States Region



Eunice “Lovey” Wentworth Howell



Shelli Pue—GFWC Southern Region



“Skipper”



Ann Landis—GFWC Southeastern Region



*Cruise
Director*



Don't get marooned on a deserted island!



Group Time: Huddle together. Stay focused. Time limit 15 minutes



Table groups select a recorder/reporter



Group Discussion Questions



Group **Ginger**—How can I develop my leadership skills?

Group **Mary Ann**—How can I get members to take a leadership position?

Group **Thurston**—How can I overcome leadership challenges?

Group **Professor**—How do we handle an overbearing president or chairman?

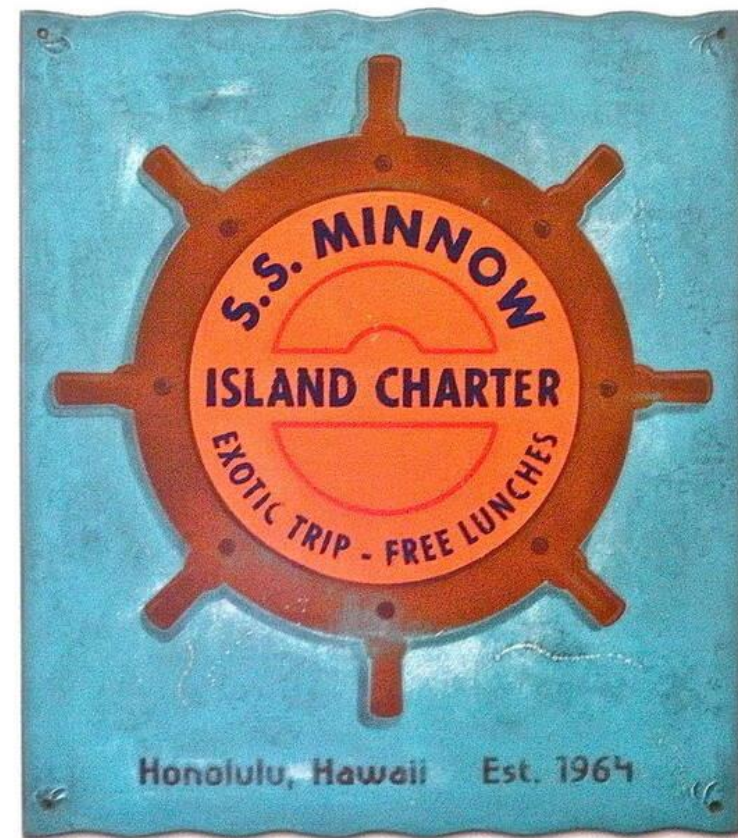


Group Gilligan—How can we address the issues of recruitment and retention?

Group Lovey—A mentor is a valuable leadership tool. How do I select one?

Group Skipper—How can I mentor and be an example for others?

Group Cruise Director—Succession planning is important? How do we prepare our upcoming leaders?



Let's report out!



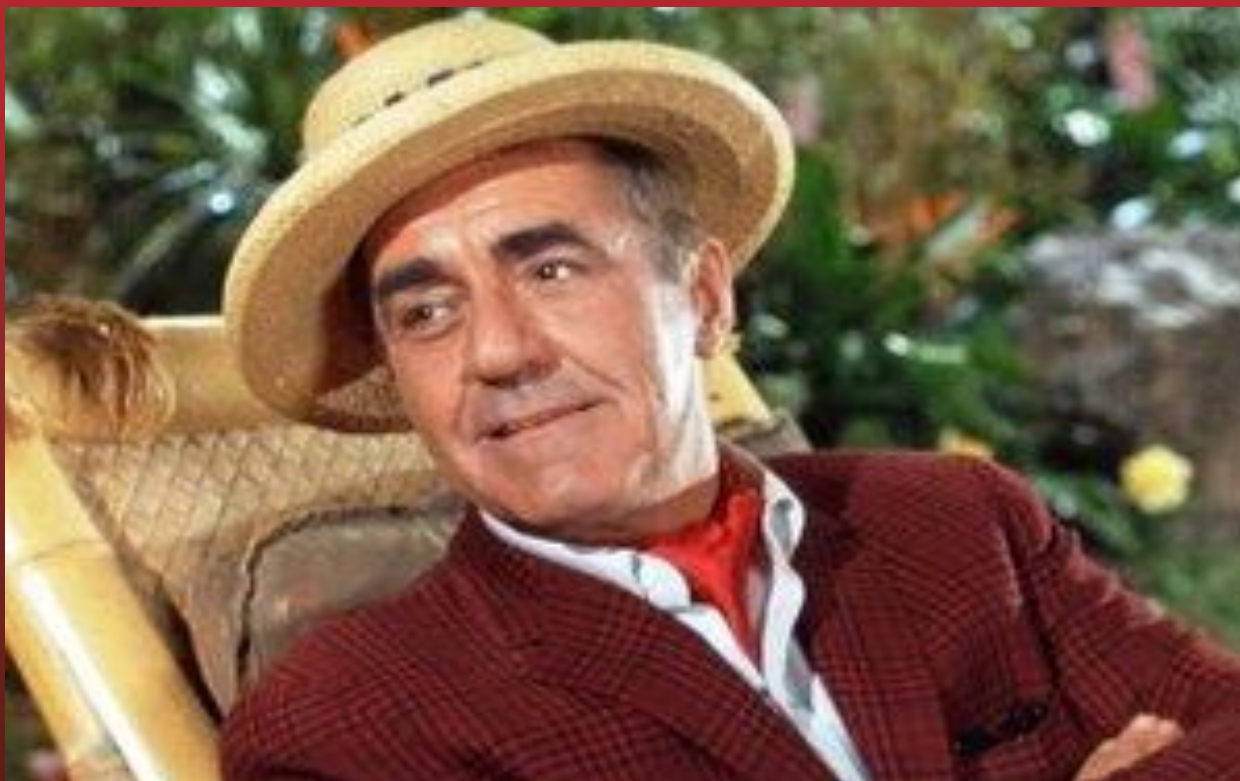
Group Ginger—How can I develop my leadership Skills?



Group Mary Ann—How can I get members to take a leadership Position?



Group Thurston—How can I overcome leadership challenges?



Group Professor—How do we handle an overbearing president/chairman?



Group Gilligan—How can we address the issues of recruitment and retention?





Group “**Lovey**”
A mentor is a valuable
leadership tool. How do I
select one?



Group Skipper—
How can I mentor
and be an example
for others?



Group Cruise Director:
Succession planning is
important?
How do we prepare our
upcoming leaders?

LEADERSHIP PLEDGE AND ACTION PLAN

1. Choose one idea presented today and decide how you can implement strategies in your club or state.
2. How will you stay connected and focused to continue your personal Leadership Odessey?

Leadership is a journey, not a destination.



GFWC LEADERSHIP COMMITTEE

Ann Landis—GFWC Southeastern Region

Shelli Fehr—GFWC Great Lakes Region

Sandy Hauenstein—GFWC Middle Atlantic Region

Kathy Baker—GFWC Mississippi Valley Region

Anne Engelhardt—GFWC New England Region

Suzanne Simons—GFWC South Central Region

Shelli Pue—GFWC Southern Region

Caol Lopez Lucey—GFWC Western States Region



Leadership Pledge and Action Plan

Leadership Odyssey: Charting a New Course

Leadership Reimagined: It's time to rethink and transform traditional leadership models to better suit the needs of our modern world. Take a moment to reflect.

1. Choose an idea presented today and decide how you can implement strategies in your club or state.

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GFWC Leadership Workshop

Sunday, June 29, 2024

GFWC Leadership Workshop Script—Leadership Odyssey: Charting a New Course

Slide #1—Leadership Odyssey: Charting a New Course

Ann Landis: We are delighted you have decided to join our Leadership Odyssey journey. We want to inspire you to navigate the leadership reimagined waters in this modern woman's club volunteer world.

Slide #3—Mary Ann Summers

Ann Landis: First is Mary Ann Summers, on the trip because she won a ticket, played by **Shelli Fehr** representing **GFWC Great Lakes Region**.

Mary Ann is a compassionate volunteer known for her kindness and empathy on the island.

Shelli Fehr: In the General Federation Women's Club, I volunteer at local shelters, organizing food drives, and spearheading community gardens to ensure that everyone has access to nutritious food. Being available to lend a helping hand to care for the well-being of others gives me the opportunity to work on community service projects while supporting those in need.

Slide #4—Actress Ginger Grant

Ann Landis: Now let's meet Actress Ginger Grant being played by

Kathy Baker representing **GFWC Mississippi Valley Region**. Ginger with her charm and charisma embodies the volunteers who excel in organizing events and rallies others to participate. She brings dramatic flair and enthusiasm to every fundraising event making them more successful.

Kathy Baker: I love to dress up and host a Charity Gala or be the spokesperson for various events and fundraisers, especially those championing and advocating for women's rights. Using my platform to raise awareness and garner support for important causes fills my desire to help change the circumstances of those in need.

Slide #5—Professor Roy Hinkley

Ann Landis: It is now time to meet Professor Roy Hinkley who is known as the Knowledgeable Mentor.

Suzanne Simons representing **GFWC South Central Region** will be our professor today. The professor uses his resourcefulness and intellect to serve as a mentor and an educator to less experience clubwomen.

Suzanne Simons: I like to use my expertise and vast skills to empower others by teaching workshops and providing guidance on community initiatives. Implementing eco-friendly projects and demonstrating practical skills to underserved populations will make a lasting impact on those we are trying to assist and within the Federation.

Slide # 6—Gilligan

Ann Landis: Let's meet everyone's favorite, Gilligan. He is an eager helper and always ready to assist others. Despite his occasional mishaps, he mirrors the spirit of volunteering. He is always ready to pitch in and support various causes. Gilligan will be played by **Anne Engelhardt** representing **GFWC New England Region**.

Anne Engelhardt: Unwavering optimism and enthusiasm inspires others to get involved and make a difference. I love to rally volunteers for a neighborhood cleanup or take joy to residents at local nursing homes. This spirit of kindness and compassion leaves a lasting impression on everyone.

Slide #7—Thurston Howell III

Ann Landis: Let's meet another castaway. We all love Thurston Howell III our Philanthropic Supporter. Today he is portrayed by **Sandy Hauenstein** representing **GFWC Middle Atlantic Region**. With his wealth and generosity, he symbolizes the volunteer who provides crucial financial support to GFWC projects and initiatives.

Sandy Hauenstein: Contributing funds, time and influence advances a club's philanthropic goals. I like to support my wife's club by utilizing my business connections to secure sponsorships, donations and financial support for projects and initiatives. My wife is a productive GFWC member and this allows me to connect her club to my friends and my business associates. Personally, I don't really like to get my hands dirty, but I am a hands-on volunteer who is eager to become involved in supporting community service projects.

Slide #8—Mrs. Thurston Howell III “Lovey”

Ann Landis: And where would we be without the Diplomatic Connector? Mrs. Thurston Howell III. She is our very own, Eunice “Lovey” Wentworth Howell. Lovey will be portrayed by **Carol Lopez Lucey** today who represents **GFWC Western States Region**.

Carol Lopez Lucey: Collaborating with other organizations and stakeholders will absolutely maximize our club's impact and resources. I use my social grace and diplomacy to inspire volunteers to excel in building connections and fostering partnerships with other GFWC clubs and local volunteer or non-profit organizations.

Slide # 9—Skipper Jonus Grumby “Skipper”

Ann Landis: And now we have Skipper Jonus Grumby portrayed by

Shelli Pue representing **GFWC Southern Region**. Everyone needs a strong leader with resilience and determination ready to take on any leadership role in GFWC.

Shelli Pue: Learning how to guide and inspire members to step into leadership roles is a free benefit of GFWC membership. The Member Portal is the perfect spot to get started. Be sure to download the Leadership Tool Kit that has been updated with all the latest materials to help you be a better member and leader.

Understanding how to run your club projects smoothly and efficiently-enables you to tackle community challenges successfully.

Slide # 10—The Cruise Director

Ann Landis: And I am **Ann Landis**, your Leadership Chairman and I represent **GFWC Southeastern Region**. I am the cruise director who arranged a 3-hour tour on the S.S. Minnow for this wacky group.

Slide #11—Don't get marooned on a deserted island.

Ann Landis: In this reimagined volunteer world, these characters from Gilligan's Island showcase the diverse qualities and roles of volunteers with GFWC. Our Unity in Diversity philosophy is demonstrated when individuals from different backgrounds and personalities come together to create positive changes.

Slide #12

Ann Landis: Now, it's HUDDLE TIME: let's get into the meat of the workshop. Each table group will address a different leadership issue. Characters will present a group question and act as facilitator. Table talk will be limited to 15 minutes.

Slide #13

Ann Landis: Choose a recorder/presenter. Address the issue and develop solutions. You will present your question and two or three solutions to the whole group. All solutions will be available on the GFWC Website after the Convention.

Slide #14 and Slide #15—Questions to address in groups

WORK TIME—Watch the time. (15 minutes to discuss)

Leadership Committee members will facilitate table groups. You will go to the group with your character table tent on it. Take your script with your question and possible answers to help get your group started. Select a recorder/reporter. Groups will share out. We will collect sheets so information can be shared electronically after the workshop. GFWC will not be providing handouts.

GINGER—Question 1: How can I develop my leadership skills?

Kathy Baker, GFWC Mississippi Valley Region

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MARY ANN—Question 2: How can I get the members to take a leadership position?

Sheli Fehr, GFWC Great Lakes Region

1. There is an old adage about how long one should speak. *“Don’t speak longer than the rear can endure.”* This is also true when asking members to do things. Don’t keep asking the same members, even though they are the ones who always volunteer. That leads to burn out.
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THURSTON—Question 3: How can I overcome leadership challenges?

Sandy Hauenstein GFWC Middle Atlantic

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PROFESSOR—Question 4: How do you handle an overbearing president/chairman?

Suzanne Simons, GFWC South Central Region

1. Take a step back and analyze the situation before reacting. Seek to understand if this is an isolated incident or part of a pattern?
2. Understand the why. Are there some personal factors that need to be considered?
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GILLIGAN—Question 5: How can we address the issues of recruitment and retention?

Anne Engelhardt, GFWC New England Region

1. Leaders need to develop innovative strategies to attract new members and keep existing members engaged.
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LOVEY—Question 6: A mentor is a valuable leadership tool. How do I select one?

Carol Lopez Lucey, GFWC Western States Region

1. Selecting the right mentor is important. Here are things to consider. Do they understand your needs? Where do you want to grow? Decide if you want to focus on leadership skills, event planning, community outreach or some other area?
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**SKIPPER—Question 7: How do we prepare our leaders for tomorrow?
Shelli Pue, GFWC Southern Region**

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**Cruise Director—Question 8: Succession planning is important? How do we prepare our upcoming leaders?
Ann Landis, GFWC Southeastern Region**

Succession planning in a woman's club is crucial to ensure the continuity of leadership and the long-term success. Here are several steps to prepare future leaders effectively:

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7. Promote inclusion and diversity. Create an environment where new ideas and perspectives are welcomed.
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Slide #16—Let's REPORT OUT—Ann Landis to facilitate

Let's report out. Please choose 2 or 3 items from your list to share with the total group. All participants will have access to the information generated today.

GFWC will share a link to access all information after the convention.

Watch the time. Each group will have 3 minutes to report. Groups will turn in their sheets.

Slide #17—Group Ginger—How can I develop my Leadership skills?

Slide #18—Group Mary Ann—How can I get members to take a leadership position?

Slide #19—Group Thurston—How can I overcome leadership challenges?

Slide #20—Group Professor—How do we handle an overbearing president/chairman?

Slide #21—Group Gilligan—How can we address the issues of recruitment and retention?

Slide #22—Group Lovey—A mentor is a valuable leadership tool. How do I select one?

Slide #23—Group Skipper—How can I mentor and be an example for others?

Slide #24—Group Cruise Director—Succession planning is important? How do we prepare our upcoming leaders?

Slide #25—LEADERSHIP PLEDGE AND ACTION PLAN

Reflection—Shellie Fehr

(Shellie Fehr will have reflection sheets for participants.)

Now let's take a moment to reflect on information presented today by developing a **Leadership Pledge and Action Plan**.

1. Choose an idea presented today and decide how you can implement strategies in your club or state.

2. How will you stay connected and focused to continue your personal Leadership Odessey?

Ann Landis: Slide: Leadership is a journey not a destination.

Many thanks to the members of our GFWC Leadership Committee. We are here to serve you. Call on us.

And, thank you for your participation. We hope you gleaned an idea or two that will help you on your personal leadership journey. Remember, we learn from each other.

Leadership is a journey, not a destination.

We learn from diverse sources, even fictional ones like those on Gilligan's Island.

We the women of the General Federation are dedicated to making the world a better place for everyone through our volunteer service.

Serena Williams said, *"Every woman's success should be an inspiration to another. We're strongest when we cheer each other on."*

As women leaders, we understand that by cheering women on we are helping other women reach goals they never thought they could.

So, let us be the first to cheer you on.

(Members of the Leadership Committee lead an applause to the group of participants.)