

Eastern Rocky Mountains Council Western Rocky Mountains Council Florida Council Great Lakes Council

Great River Council Mid-Atlantic Council North Eastern Council Oregon Council



Presidents Newsletter

November, 2010

Greetings and welcome to another fun-filled month. Hope things are well in your district. Our contributions to this newsletter are up by 300% from last month thanks to Michael Ames/Southern Council, Sherry Steele/Oregon Council and Kyle Moppert/Gulf Coast Council. I am sure the rest of you are just refining the details of your reports and inquiries. Enjoy the flash drives and fill them with FFF data so you can always carry them around, just in case! Happy holidays and tie some flies!!

Southern Council –

During the General Membership meeting of Oct. 3rd, 2010 several Southern Council Club President's agreed that it would be a good idea to have a training program for upcoming Club officers, so those officers could be more productive during their term. While it was agreed that as a general rule most Club's have Bylaws outlining these duties, most simply didn't take the time to incorporate this training.

To assist the Southern Council's Clubs, the Board of Directors decided to host an event focused on this need. The retreat will be held in 6 weeks at Riverside Retreat on the White River Dec. 3rd, 4th & 5th.

We would like all the Club's to have a member attend so they can meet the real Southern Council....you!

As a club, please consider sending a member that is essential to the Club's leadership, many times this is the newly elected President or incoming President.

We have scheduled 3 individuals who have many years of experience to conduct this workshop that will cover basic Leadership Training.

- Developing effective communication. How to find common ideas & set goals within a large group.
- How to use ALL your resources. Do you know what resources are available to your clubs through the FFF?
- Targeting common, specific goals. The Southern Council covers all or a portion of 7 states, let's find some specific common goals that all of us can get behind and make happen.
- Sample Club Bylaws outlining roles & responsibilities.

The Retreat will begin at 6 pm on Friday, Dec. 3rd and conclude at noon on Sunday, Dec. 5th. Full days are planned with fun, food, and fly fishing oriented team building activities. We will be providing a complete itinerary as we get closer to the date.

There will be 17 spots available, and lodging will be provided at no charge by Riverside Retreat. Most of the meals will be cooked and served on site.

We realize everyone's time is important and we want you to feel free to contact us with your ideas to make this a productive retreat. The best way to share your thoughts and ideas would be to email Chris Jackson at mngdir@southerncouncilfff.org.

The FFF Southern Council is you, please come help make it better! (*great tag line and motto – Ed.*)

FutureVisionsSM – Leader versus Manager

Creating sustainable results in growth and performance

Both a manager and a leader may know the business well. But the leader must know it better and in a different way. S/he must grasp the essential facts and the underlying forces that determine the past and present trends in the business, so that s/he can generate a vision and a strategy to bring about its future. One telling sign of a good leader is an honest attitude towards the facts, towards objective truth. A subjective leader obscures the facts for the sake of narrow self-interest, partisan interest or prejudice.

Effective leaders continually ask questions, probing all levels of the organization for information, testing their own perceptions, and rechecking the facts. They talk to their constituents. They want to know what is working and what is not. They keep an open mind for serendipity to bring them the knowledge they need to know what is true. An important source of information for this sort of leader is knowledge of the failures and mistakes that are being made in their organization.

To survive in the twenty-first century, we are going to need a new generation of leaders — leaders, not managers. The distinction is an important one. Leaders conquer the context — the turbulent, ambiguous surroundings that sometimes seem to conspire against us and will surely suffocate us if we let them — while managers surrender to it.

Leaders investigate reality, taking in the pertinent factors and analyzing them carefully. On this basis they produce visions, concepts, plans, and programs. Managers adopt the truth from others and implement it without probing for the facts that reveal reality.

There is profound difference — a chasm — between leaders and managers. A good manager does things right. A leader does the right things. Doing the right things implies a goal, a direction, an objective, a vision, a dream, a path, a reach.

Lots of people spend their lives climbing a ladder — and then they get to the top of the wrong wall. Most losing organizations are over-managed and under-led. Their managers accomplish the wrong things beautifully and efficiently. They climb the wrong wall.

Managing is about efficiency. Leading is about effectiveness. Managing is about how. Leading is about what and why. Management is about systems, controls, procedures, policies, and structure. Leadership is about trust — about people.

Leadership is about innovating and initiating. Management is about copying, about managing the status quo. Leadership is creative, adaptive, and agile. Leadership looks at the horizon, not just the bottom line.

Leaders base their vision, their appeal to others, and their integrity on reality, on the facts, on a careful estimate of the forces at play, and on the trends and contradictions. They develop the means for changing the original balance of forces so that their vision can be realized.

A leader is someone who has the capacity to create a compelling vision that takes people to a new place, and to translate that vision into action. Leaders draw other people to them by enrolling them in their vision. What leaders do is inspire people, empower them.

They pull rather than push. This "pull" style of leadership attracts and energizes people to enroll in a vision of the future. It motivates people by helping them identify with the task and the goal rather than by rewarding or punishing them.

There is a profound difference between management and leadership, and both are important "To manage" means "to bring about, to accomplish, to have charge of or responsibility for, to conduct." "Leading" is "influencing, guiding in direction, course, action, opinion." The distinction is crucial.

Management is...	Leadership is....
Coping with complexity	Coping with and promoting change
Planning and Budgeting	Setting a Direction
Organizing and Staffing	Aligning People
Controlling and Problem Solving	Motivating and Inspiring People
Effective Action	Meaningful Action

Both are necessary and important.

Managers are people who do things right and leaders are people who do the right thing. The difference may be summarized as activities of vision and judgment — effectiveness — versus activities of mastering routines — efficiency. The chart below indicates key words that further make the distinction between the two functions:

- The manager administers; the leader innovates.
- The manager is a copy; the leader is an original.
- The manager maintains; the leader develops.
- The manager accepts reality; the leader investigates it.
- The manager focuses on systems and structure; the leader focuses on people.
- The manager relies on control; the leader inspires trust.
- The manager has a short-range view; the leader has a long-range perspective.
- The manager asks how and when; the leader asks what and why.
- The manager has his or her eye always on the bottom line; the leader has his or her eye on the horizon.
- The manager imitates; the leader originates.
- The manager accepts the status quo; the leader challenges it.
- The manager is the classic good soldier; the leader is his or her own person.
- The manager does things right; the leader does the right thing.

The most dramatic differences between leaders and managers are found at the extremes: poor leaders are despots, while poor managers are bureaucrats in the worst sense of the word. Whilst leadership is a human process and management is a process of resource allocation, both have their place and managers must also perform as leaders. All first-class managers turn out to have quite a lot of leadership ability.

With thanks to "Learning to Lead"

by Warren Bennis and Joan Goldsmith

Oregon Council

Oregon Council Update – I just had my first council meeting as the new president on October 17th. They didn't beat me up at all. In fact we had a great time together. I have 2 new committees.

The first is the officer election committee for our elections next July 2011. We are going to be going the book on my watch so I asked for a team to get going to do all the right things at the right time.

The second committee is one that will come up with a guidance document + grant application form for our Oregon Clubs. I want them to have procedures to go by.

The 2011 Expo committee also met and we are up and going strong. All the committee spots are filled and we are on a roll. So mark your calendars for March 11, 12 2011 and come see the show!

I also just finished 4 projects/suggestion documents for our president Phil Greenlee, on behalf of my position on the board communications committee. I know these projects have been off the radar and some talked about during our board meetings. If any of the suggestions get the green light it will be very cool stuff.

Bottom Line you should all go visit the Livingston office and say hello to 5 of the most hard working ladies on the planet. It was a great learning experience and fun too.

SouthWest Council

As mentioned in the phone conference, things have been going well. We did a large Boy Scout event in November and turned away many boys. In our call, Rodney Priddle of North Eastern talked about how many Scouts ran through their program. I called him to ask why their membership is down and asked him (after conversation with Phil) if they mention the youth cost (15.00/year) to join FFF. There was a long pause on the phone and then I heard "why didn't I think of that". We have the Merit Badge program but what do we do with it? I am seeking to change that here in SoCal and make sure we have steps in place to take them through 70% of the program and let the clubs and troops finish the rest. This should be a no-brainer as all clubs complain about not attracting youth. Here is one way.

Gulf Coast Council – *which just pushed aside the SWC as leader in member growth over the last 12 months.*

This will not last, Kyle!

I'd like to make a slight correction to the GCC portion of the newsletter (which I think is Great!).

Last winter, the Gulf Coast Council worked with computer consultant, Hillary Johnson, whom the National Office set us up with (THANKS!) and produced an interactive, web-based, registration form for our 2010 EXPO.

This form allowed participants to pre-register via our web site. As each registration was entered, the number of open slots in each fee-based classes/programs were automatically reduced, which was reflected on the site. The form worked very well and greatly improved our registration process.

As I understand, this form now belongs to the GCC. Therefore, since it is ours, we can share it with your Council. At NO charge to your Council...

I would however recommend that you might try to utilize Hillary when you adapt the form for your Conclave/EXPO. Besides, she was marvelous to work with, she did a first rate job, and her billing rate was very reasonable... much less than we expected.

Want and needs

1. The criteria for the joint conservation grant program. It was announced in the last FFF e-blast and I have had lots of questions. Do the councils get the 1500.00 and then work with the clubs? Do the clubs provide their Council with a plan and we go to National? This needs to be ironed out quickly so we can jump all over it.
2. Should the Councils kick in some \$'s to National for the office staff as a holiday bonus? Is that appropriate?
3. Does anyone have a syllabus to give out to the clubs so they can teach fly fishing through local community colleges? This reaches adult extension and young adults and is much more proactive. **Anyone??**
4. Phil asked the Councils for fishing tips on areas local to your Council. To make this easier, can one of you create a form for all of us to use? **PLEASE??** This is a great idea but it IS up to us to fulfill it.