

Member to Member

November 2006

The next two months are the busiest months in our families...

it's the perfect time to practice the art of delegation in our chorus lives.



Stewardship Delegation

from *The 7 Habits of Highly Effective People*, by Steven Covey

Empowered people make it happen in our choruses, Region 4, and the Sweet Adeline organization. Stewardship delegation involves clear, up-front, mutual understanding and commitment in five areas:

Desired Results – Create a clear, mutual understanding of what needs to be accomplished, focusing on *what*, not *how*; *results*, not *methods*.

Guidelines – Identify the parameters within which she should operate. Be honest and open—tell her where the quicksand is and where the wild animals are.

Resources – Identify the human, financial, technical, and organizational resources she can draw on to accomplish the desired results.

Accountability – Set up the standards of performance used in evaluating the results.

Consequences – Specify what will happen, both good and bad, if the desired results are not achieved or are partially achieved. A consequence could be more responsibility for a job well done...or more training needed if desired results are not achieved.

Stewardship delegation, done correctly, will help you find more time for the holidays and give others the opportunity to grow.

DIVA Dates

Mark your calendars for these regional events and education:
January 19-20

Winter Warmup,
Char Gurney, Debbie Hite, Molly Huffman, Bev Miller
Hilton Cincinnati Netherland Plaza Hotel, Cincinnati OH

Apr 19-22

Regional Convention,
Covington, KY

June

Leader's Retreat.
Fran Furtner, Marketing
Jean Barford, Directors' Workshop; Assistant Director's Class

So, as you are creating your team, consider...

Leadership Secrets of Attila the Hun, by Wess Roberts

1. Good Huns (team members) normally achieve what their chieftain (leader) expects from them.
2. A wise chieftain (leader) never expects her Huns (team members) to act beyond their wisdom and understanding.
3. A wise chieftain (leader) always gives tough assignments to Huns (team members) who can rise to the occasion.
4. Abdication is not delegation. Abdication is a sign of weakness. Delegation is a sign of strength.
5. A good chieftain (leader) takes risks by delegating to an inexperienced Hun (team member) in order to strengthen her leadership abilities.
6. The experience of Huns (team members) must be structured to allow them to broaden and deepen themselves to develop the character they will need when chosen chieftain (leader).
7. If you tell a Hun (team member) she is doing a good job when she isn't, she will not listen long and, worse, will not believe praise when it is justified.
8. The consequence for not adequately training your Huns (team members) is their failure to accomplish that, which is expected of them.

Let the Holidays Begin!

2006-2007 Marketing & Membership Team

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