

"Leadership: the art of getting someone else to do something you want done because he wants to do it."

-Dwight D. Eisenhower

# Grand Knight Tips-

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**"Grand Knight Tips" is intended as a vehicle for information exchange between Grand Knights of the New Hampshire State Council. It is hoped that these articles and tips provoke new ideas and help develop the leadership skills of its readers. The editor welcomes your feedback and suggestions for future editions.**

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## Improving Council Chairmen Skills

You can help council chairmen to improve their skills in running council events and activities by asking them these questions:

- *"What steps do you take from the time you accept the responsibility of running a program until you have completed the project?"* Documenting the "How To" part of a program not only makes it easier to run again but allows them to pass the project to a new member to run.

- *"Which step in a project do you find is the hardest for you to complete?"*

This helps them focus where they need help and advise. By tackling this

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## Grand Knights Attend 4th Annual New Grand Knight Training Event

On June 27th 19 new Grand Knights and 8 wives attended the fourth annual New Grand Knight Training Event. The event was hosted by the Exeter Council #2179 who put on a wonderful dinner as well as arranging all the details of the event.

Despite all the information GKs receive at our quarterly meetings, plus the many email and website notifications that are sent to them throughout the course of the year, we recognize that while this is still needed communication it isn't the same thing as the dedicated training that

all New Grand Knights need to become better leaders. As a State Council Staff, we have brainstormed, discussed and attempted to list what it is that new Grand Knights need to be

successful in leading and growing their Councils. These were the main topics we came up with which we believe are of most use to new GKs. They all fall under the same main theme of Leadership:

- We want new GKs to be able to plan for Activity so that their councils will be attractive to the men of their parish.

- We want new GKs to be able to plan for the involvement of their new members to integrate them into their new Council and into its Director and Officer

Progression.

- We want new GKs to be aware

of key leadership skills that they need to employ to effectively lead their Council to Charitable Service.

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New Grand Knight Training Event

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Leadership consists of picking good men  
and helping them do their best..  
Chester W. Nimitz

## Grand Knights Attend New GK Training Event continued

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- And finally, we want new GKs to be aware of how to make the things they do Repeatable by the next Grand Knight to follow them and those that follow him.

So, we designed this training event to maximize their learning by focusing on this Leadership theme and presenting it in an interactive session with only First Year Grand Knights and their wives.

And lastly, we designed a very special agenda of Fellowship, Training, Feedback and Worship (at a special Mass celebrated by one of our council chaplains). This was followed by a Social put on in their honor by our State Officers.

Our single goal was to develop better Council Leaders that are prepared to Activate and Grow their local Councils. We consider this a once in a lifetime

opportunity and hope they did too!

The feedback from the event was extremely positive from both Grand Knights and wives. Next year the event will be held on the last Saturday of June. June 25, 2016. If you are finishing your term as Grand Knight this year, we would be most appreciative if you would encourage your successor to sign up for this event in the May to June timeframe of next year. ←

## Improving Your Council Event Chairmen continued

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issue first during their planning, the entire program will be easier to complete and more enjoyable to run, because everything else will appear "easy" to do by comparison.

- **"How will your project be communicated to its audience and those it benefits?"**

Ask them to set plans to communicate before & after a project is run.

- Once a council program is completed, ask:

***"Do you think any steps need to be improved? If so, what would you do to improve them?"***

By asking them this, you'll be helping them to create and generate an Improvement Plan. Make sure the answers are written down and combined with the projects documentation.

- ***"What's should next year's goal be when we run this program again and how can we achieve this goal?"*** Have the chairman set a new goal higher than the last. This will cause the council to "reach" or extended their thinking of what they can accomplish. Help the chairman to focus on ideas on **"How"** the council **CAN** reach the new goal,

without focusing on its size.

- Finally, ask and discuss with your chairman: ***"How do you plan to recognize your committee/helpers?"***

This should be asked at the beginning of a project versus waiting till everything has been completed. If possible, ask them whether they could express their appreciation as part of the event.

Hope these questions help make your good chairmen into GREAT chairmen! ←

*Greg*



## HAIR TODAY, GONE TOMORROW!

**Two priest were driving down the road. The priest driving was a veteran, the passenger priest was a rookie.**

**Along the way, they ran over a rabbit. The elder priest said nothing and kept on driving. The young priest said, "Father, we can't just leave the poor critter in the middle of the road like that." "Nonsense", replied the other priest. The young and over eager priest was uneasy and continued to badger his companion until**

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"Whatever you can do, or dream you can do, begin it.  
There is genius, power and magic in boldness."  
-Johann Wolfgang von Goethe

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he convinced him to go back to the poor animal.

The two men get out of the vehicle and walk to the back of the car where the elder takes out a bottle and sprinkles the contents over the rabbit.

All of a sudden, the rabbit magically returns to one piece, hops off 100 yards, turns around and waves. He hops another 100 yards, turns around and waves.

This continues until the rabbit is out of sight. "Wow, replies the younger priest, that Holy Water is some mighty stuff". The older priest replied, "That wasn't Holy Water, it was hair replacement with a permanent wave!"

## Helping Members Resolve Disagreement



Here are some tips to use when conflicts arise among your council members:

☞ **Use the "want-accept" strategy.** Have the parties state what they want and the least they will accept. Then negotiate a compromise

between the "want" and "accept."

☞ **Impose a deadline to resolve the conflict.** Reason: When people waste time arguing, everyone eventually loses.

☞ **Take turns** when two members can't both have things *"their"* way. Example: If two people want to run an event different ways, flip a coin and choose one. Schedule the other to chair the event next time. Remember: If a compromise gives one

person what he wants, it doesn't mean the other person loses.

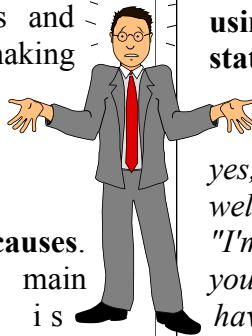
☞ **Reverse roles.** When two parties disagree, have them switch roles, explain to you the other side's position and offer a possible compromise. Result: Each party will start to understand the other's viewpoint, and have begun working toward a compromise. ⬅

Adapted from: The editors of "communication briefings," 1101 King Street, Suite 110, Alexandria, VA 22314.

## How to Avoid Decision Delays

If you suffer from occasional bouts of indecisiveness and put off making decisions, consider this advice:

☺ **Look for causes.** Often, the main cause is reluctance to cause distress. **Survival tip:** Accept the fact that many of your decisions will cause distress--especially those that involve change.



☺ **Render prompt but fair decisions by using firm but polite statements** such as: "I can see why you want me to say yes, but to do my job well, I must say no." "I'm sympathetic to your position, but I have to consider what's best for the council."

☺ **Resist the temptation to let yourself off the hook.** You can probably come up with all kinds of reasons to delay a

decision. But not deciding is also a decision -- one that can bring troublesome consequences.

☺ **Weigh the short-term sting a decision might cause against its long-term benefits.** Thinking about the payoff in a year or two instead of the immediate impact will help you decide what's best for your Council over time. ⬅

Adapted from: Morey Stettner, writing in "Investor's Business Daily."

## Grand Knight Tips



New GK Training Event  
June 27, 2015, Exeter

**Criticism** - Even if you call it "constructive," it can go down like a spoonful of bad-tasting medicine!

**It is hoped that you enjoyed this edition of "Grand Knight Tips". It is also hoped that the articles will provoke new ideas on ways we all can better serve our councils. I would be interested in your feedback, and ideas. Please give call me at home 603-382-7239 or email me.**

**Thanks**

*Greg Taillon*  
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## AN ANTIDOTE FOR TOXIC TALK

Sometimes its not how you say things but the words you actually use. Using the wrong words to describe council members and to assign them tasks can cause stress and lower morale. Try avoiding these terms:

### Non-officers

or

### "regular"members.

This implies that members are "lowly" or beneath you. Use: "*Council Members*", or just "*brothers.*"

### Your members.

The phrase suggests you own or posses them. Instead, say "*our team*" or "*our council.*" Also, say you work "*with*" members rather than saying they "*work*" for you.

### Deadlines.

Instead of setting deadlines, refer to them as "*target dates,*" "*due dates*" or "*completion dates.*" These more positive terms suggest mutual commitment rather than crisis and pressure.

### Criticism.

Even if you call it "constructive," it can go down like a spoonful of bad-tasting medicine. "*Feedback*" works better if you offer it with compliments such as: "*Let's see what we can learn from this*" or "*If you did this over, what would you do differently?*" Reason: These comments focus on what members can learn from their mistakes, unlike morale busters such as "*Whose fault is this?*" or "*You did that wrong.*" ←

Adapted from: "Customer Service Manager's Letter," 24 Rope Ferry Road, Waterford, CT 06386.