



MINNEAPOLIS MATTERS

City of Lakes Chapter Newsletter

www.iaap-minneapolis.org



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Thursday, February 5, 2009

“Ergonomic Accessories”

The DoubleTree Park Place Hotel
1500 Park Place Blvd. (Hwy. 394 & Xenia/Park Place)

5-6 p.m. Registration & Networking
6 p.m. Dinner
6:30 p.m. Program
7:30 p.m. Chapter Business Meeting

Registration: \$27 (includes program and dinner)

Presidents Message

Thoughts on New Year's Resolutions

These two excerpts are taken from “QBQ, Practicing Personal Accountability at Work and in Life”



TAKING action may seem risky, but doing nothing is a bigger risk. Action, even when it leads to mistakes, brings learning and growth. Inaction brings stagnation and atrophy.

- Action leads us toward solutions. Inaction, at best, does nothing and holds us in the past.
- Action requires courage. Inaction often indicates fear.
- Action builds confidence; inaction, doubt.

WE attend too many seminars. We take too many classes. We buy too many books. We play too many audios in our cars. It's all wasted if we're unclear on what learning really is: Learning is not attending, listening or reading. Nor is it merely gaining knowledge. Learning is really about translating knowing what to do into doing what we know. It's about changing. If we have not changed, we have not learned.

What have you learned today?
Good luck with those resolutions!

Cullyn Richter
2008-2009 President
City of Lakes Chapter

Committee Contacts

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Bylaws and Standing Rules
Connie Hill

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Membership
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Nominating
Wendy Peek

Professional Development
Mary Fischer

Retirement Trust
Foundation
Open

Historian & Network
LaVonne Bittner

Hospitality
Bernadette Stanley CPS

Notes From the Editor

*By LaVonne Bittner
Chair, Communications Committee*

Happy New Year! This newsletter is coming out a bit later than planned. Everything is running slowly this month, especially me. After all that cold weather I don't think I'll ever be warm again.

Many thanks to all of you who participated in the 'find the error' contest last month. For those of you who don't know what went on – there were several typo errors in the last newsletter, but the major error I saw when I uploaded the newsletter to the website was that the chapter meeting schedule on the first page of the newsletter didn't match the meeting announcement on the website main page. I decided to make up a small contest about it by sending out a couple of emails to one and all (with clues) to see who could discover it first. Leslie Knutsen was the first member to guess correctly and I honored her 'Sherlock Holmes' success with a small gift at the January meeting. The contest showed my committee that we may need to study some changes to both the newsletter and the website main page to keep things fresh and noticeable. Stay tuned – you never know what might occur.

Leadership

*By Brenda Shaw CPS/CAP
President Elect, City of Lakes Chapter*

The previous articles have covered the following Leadership Rules: 1. Know the Rules, 2. Communication, 3. Motivation, and 4. Coaching. This article will cover the fifth core concept, Empowerment.

Empowerment is the transmittal of the idea that subordinates are valuable contributors to the success of an organization. As such, leaders should involve subordinates in the process of running the organization at all levels. Empowerment is an excellent tool for any IAAP leader whether it is an officer, director, or committee chairperson.

Empowerment is valuable for a variety of reasons:

1. It means the leader does not have to do it alone.
2. It gives the member a chance to learn from his or her mistakes,
3. Thus, to work more effectively and smarter making fewer mistakes and making everybody happy! and
4. It helps build passion in an organization.

You have heard the saying that it takes two to tango. This is so very true in an all volunteer organization. Research and experience has shown that empowerment can work, but everyone you want to empower may not be at the point where they will accept this new level of responsibility. Studies show this hesitancy is often due to a lack of self-confidence. If this is the case, it is the leader's job to help them develop the self-assurance they need. Beyond empowering others, the person needs to accept the responsibility. If someone asks you to dance and you accept, it would seem that you also except the responsibility to do the job, not drag your feet, and give it your best effort to accomplish the task. It really



Chapter Meeting Schedule

February 5
 March 5
 April 2
 May 7
 June 4

Chapter meetings are held the first Thursday of the month at the DoubleTree Park Place Hotel. Dates are subject to change with notice.

Board Meeting Schedule

January 29
 February 26
 March 26
 April 30
 May 28 – Joint Meeting
 June 25

Board meetings are held at 5:45 p.m. at the DoubleTree Park Place Hotel.

Board members are required to attend, committee chairs are encouraged to attend and all members are welcome. Dates are subject to change with notice.

does the organization no good if you are empowered and do not follow through. It hurts the leader who tried to empower you, it hurts the organization, and it reinforces any lack of self-confidence. As a subordinate, it takes an effort, self-discipline, and practice if you hope to develop other's trust in your abilities.

To be successful leaders, officers, directors, and chairpersons must try to utilize the potential of each member of the organization. To ensure success of our chapter, our leaders must be ready, willing, and able to recognize the value that each member brings to the table because each member can play a crucial role in our chapter.

Here are some ways our chapter can foster involvement:

- Create a communication process that is complete, consistent, and clearly understood by all.
- Ensure that our members understand what is expected of them
- Supply appropriate training, information, and tools so that everyone can accomplish their responsibilities.
- Create controls as guidelines allowing for flexibility.
- Constantly give encouragement, support, and clear feedback.
- Promote a sense of responsibility in each member.
- Create opportunities for people to work together as a team.
- Recognize the hard work of others.
- Listen and trust your members.

The nominating committee will soon be contacting members for leadership positions. As President-Elect, I will be asking members to serve on committees. Our chapter cannot continue if members do not accept the opportunity to "tango." May we have this dance?

Tupperware Fund Raiser

By Mary Ellen Tieche
 Assistant Treasurer

The last order was delivered at the January meeting. "THANK YOU" to all the members that participated in the great fund raising event.

I am pleased to announce that our chapter raised \$469 from the sale. However, Jan McDonough, the Tupperware Representative, donated an addition \$31 to bring our total to \$500.

If you participate in a church group or other organizations that have fund raising, I recommend you contact Jan to hold your own Tupperware event. And don't forget to have your own personal Tupperware party – who doesn't like Tupperware? You can contact Jan at (612) 703-5039 or etsjan@prodigynet.

Calendar Events

May 15-17, 2009
MN-ND-SD Division
Annual Meeting
Kahler Hotel
Rochester, MN

July 26-29, 2009
IAAP International
Convention
Minneapolis Convention
Center, Minneapolis, MN

2008-2009 Partners



Visit us

City of Lakes Chapter
www.iaap-minneapolis.org
MN-ND-SD Division
www.iaap-mnndsd-division.org
IAAP International
www.iaap-hq.org

Items/Dates of Interest

By Mary Ellen Tieche
Assistant Treasurer

Items for February:

- 2nd – Groundhog Day
- 3rd – The Day the Music Died – 1959
- 7th – The Beatles arrive in JFK airport to begin their US tour.
- 10th – The singing telegram is introduced – 1933
- 11th – Nelson Mandela is freed after 27 years in captivity – 1990
- 12th – NAACP is founded – 1909
- 14th – Valentine's Day
- 16th – President's Day
- 17th – Newsweek is first published – 1933
- 18th – Michelangelo dies – 1564
- 19th – Thomas Edison patents the phonograph – 1878
- 22nd – The first Woolworth's store opens in Utica NY – 1879
- 23rd – The Tootsie Roll is introduced by Leo Hirshfield – 1896
- 26th – NY City installs it's first traffic lights – 1930
- 27th – People magazine is first issued – 1974

It's Sweet Potato Month, Library Lover's Month, Bake for Family Fun Month, and National Time Management Month.