

FUTURE OFFICERS FOR THE COUNCIL OF HIGHER DEGREES

First of all I would like to thank DV for providing me with another interesting topic to discuss with you this morning. How many of you said to yourself as you traveled to this conference - I am really looking forward to getting up early on Saturday morning to attend the Council of Higher Degrees breakfast? Surely there will be something interesting that will be discussed and I will probably learn something new! Well it is my hope that in the next few minutes you will!

It is my belief that good leaders are **MADE** not born – to that end we have a responsibility as members of the Council of Higher Degrees to assist in the “making” of good leaders for our councils. Those of us who have been officers of our existing councils have an added responsibility to promote and encourage members of the council to become the leaders of tomorrow of our respective councils. If we don’t then we are not preparing our councils for a future of success and growth. **Mentor** should be in our vocabulary and we should be mentoring the leaders of our councils.

A leadership framework that I would like to provide to you involves **BE KNOW DO**:

BE a professional. Examples: Be loyal to the organization, perform selfless services, take personal responsibility.

BE a professional who possesses good character traits. Examples: Honesty, competence, candor, commitment, integrity, courage, straightforwardness, imagination.

KNOW the four factors of leadership – follower, leader, communication, situation.

KNOW yourself. Examples: strengths and weakness of character, knowledge and skills.

KNOW human nature. Examples: Human needs, emotions, and how people respond to stress.

KNOW your job. Examples: be proficient and be able to train others in their tasks.

KNOW your organization. Examples: where to go for help, its climate and culture, who the unofficial leaders are.

DO provide direction. Examples: goal setting, problem solving, decision making, planning.

DO implement. Examples: communicating, coordinating, supervising, evaluating.

DO motivate. Examples: develop moral and spirit de corps in the organization, train, coach, counsel.

This means that all members of the council must apply this framework to our councils. We must ensure that the leaders of our councils are aware of what the goals and mission of the Council of Higher Degrees is. Do the members have a copy of the by-laws? Have they accessed the CA/NV website, Council of Higher Degrees section? Do they know that the Council has a State Coordinator and 2 Assistant Coordinators that they can contact if they have any issues or concerns? Have past leaders of the council made themselves available to **mentor** and support the members and leaders of tomorrow?

Once you have committed to become a future officer of the Council of Higher Degrees or a **mentor** to anyone who desires to lead our councils you should adopt the 10 Characteristics of Good Leadership:

1. Recognize the value in other people, so continually invest in others
2. Share information with those in the council
3. Have an above average character
4. Use your influence for the good of others
5. Be skillful and competent
6. Don't be afraid for others to succeed (even greater than your own success)
7. Serve others expecting nothing in return
8. Continue to learn
9. Remain accessible, approachable, and accountable to others
10. Be a visionary: Think for the organization beyond today.

In closing I would like to share with you the following regarding leaders:

The six most important words: "I admit I made a mistake"

The five most important words: "You did a good job"

The four most important words: "What is your opinion?"

The three most important words: "If you please"

The two most important words: "Thank You"

The most important word: "We"

The least important word: "I"

Thank you