

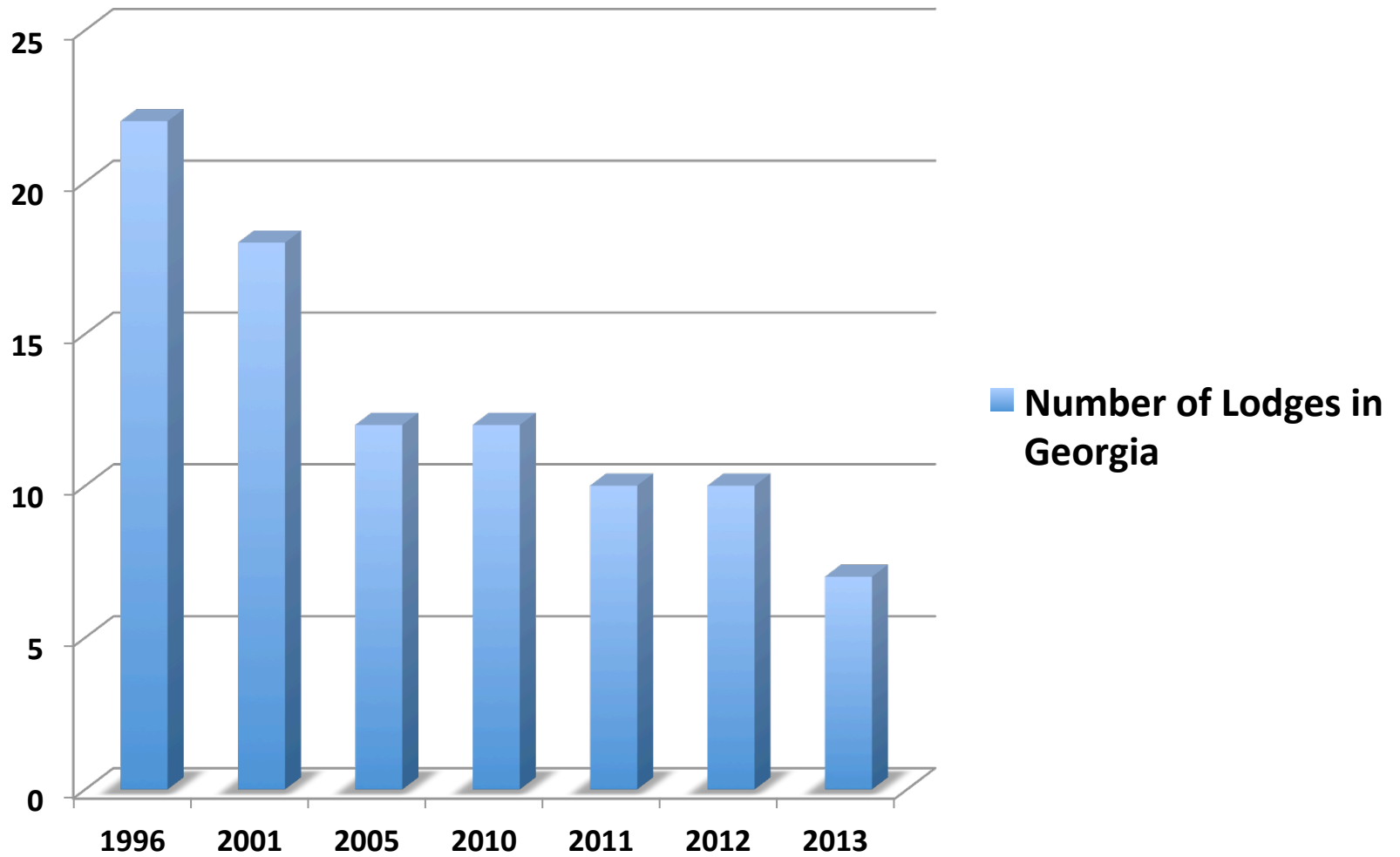
# 2014 IOOF Grand Lodge Training

- **Fact**
- **What is our Culture**
- **Define Our Organization**
- **Apprenticeship**
- **What is Change and what does it mean to Me**

**FACT:**

**Everyone in this  
room is a Leader of  
IOOF**

## Number of Lodges in Georgia



**FACT:**

**Every Leader Here is  
Responsible for the Decline in  
Membership and Lodges in  
Georgia.**

**Own It, Accept it**

# **Great News!**

**Alvin Miller started with only five Lodges and he didn't have the internet or a cellphone.**

# Why Are You Still Here?

- **Love of the Order**
- **You still believe in the Mission**
- **Love for the people**

**You are the Leaders of Georgia Odd Fellows;  
you shape the culture and values. You attract  
what you are, not what you want.**

# Why Are You Still Here?

**If you knew 10 years ago what IOOF  
in Georgia would look like today,  
would you have done something  
different then?**

**Today starts your 10 year countdown**

# Define Your Organization

**MISSION**

**VISION**

**CULTURE**

**PROGRAMS**



# **Define Your Organization MISSION**

**THE COMMAND OF THE IOOF IS  
TO “VISIT THE SICK, RELIEVE  
THE DISTRESSED, BURY THE  
DEAD AND EDUCATE THE  
ORPHAN”**

# **Define Your Organization VISION**

- **A vision statement is something that specifically relates to your lodge**
- **A vision statement needs programs that are measureable**

**Does your Lodge have a Vision Statement?**

**i.e.**

**Elevate the Character of Man**

# What is Our Culture

- **What is Culture**
  - **How our Lodge operates**
    - How we act
    - How we react
    - How we communicate
    - How things get done
    - How we solve problems
    - Our standards
    - Our values

# **What is Our Culture**

- **Culture incorporates values**

**i.e.**

**We value excellence**

**How do we express excellence?**

**We are accountable**

# What is Our Culture

- **Leaders Shape the Culture**
  - **We impact the culture of IOOF**
    - **Everyone looks at us and emulates what we are doing as leaders**
- **Do we stay mindful of our culture?**
  - **We tend to get in a rhythm (good or bad)**
  - **New people see the culture more loudly than us**

# What is Our Culture

- **A healthy culture attracts healthy people**
  - Remember, you attract what you are, not what you want
- **The opposite is true, unhealthy cultures repel healthy people**
  - Drama
  - Defensiveness
  - Self focused
  - Sideways energy; stuff is happening but nothing is getting done

# What is Our Culture

- **Healthy Cultures make healthy changes**
  - **Monitor your environment for change**
  - **When we focus on needs outside the organization we tend to invite new people in**
  - **New people revitalize the Lodge**

# Define Your Organization

- ***Make it Better***
  - Q. What am I doing to make us a better organization
  - A. I'm doing something or I'm not doing anything
- ***Take it personally – Its mine; I own it***
  - Q. How am I personally engaging in our Mission and Vision
  - A. I'm engaged or I'm not engaged
  - Will my Creator bless my daily works?



# Define Your Organization

- **Collaborate**
  - Ask for help from others (even other lodges)
  - Give help to others (even other lodges)
  - Q. Where am I leveraging the talents and skills outside my group.
  - A. I am or I'm not

**Being open handed works both ways (giving & receiving)**

# Define Your Organization

- **Remain open minded**
  - Be willing to change
  - Develop creative solutions
- **Replace Yourself – Apprenticeship**
  - Leaders develop others to build healthy organizations

# Apprenticeship

- **Why should we Apprenticeship**
  - **Pour our knowledge into others**
    - We must improve and elevate the character of man
    - We are responsible to educate others
    - Replace yourself – If you have been blessed by your service to the Order, **PASS THE BLESSING ON**
    - Your leaders have higher needs for you

# Apprenticeship

- **Who should Apprenticeship?**
  - Every leader of IOOF should apprenticeship
- **I'm not the right person**
  - Not perfect, nothing to share, can't coach others
- **Act with faith**

**Our responsibility is to share with others to elevate their character**

# Apprenticeship

- **How do I Apprenticeship?**
  - **Ask yourself, who am I accountable to?**
  - **Who is accountable to me?**
  - **How did I learn what I know?**
    - **Model – WHAT I do**
    - **Explain – WHY I do it**
    - **Demonstrate – HOW I do it**
  - **Feedback is important to develop understanding**
  - **Follow-up, Follow-up, Follow-up**

# Apprenticeship

**THE BEST WAY TO TRULY  
UNDERSTAND SOMETHING  
IS TO SUCCESSFULLY TEACH  
IT TO SOMEONE ELSE**

# What is Change and what does it mean to Me

- **Why is change scary?**
  - We usually believe change means loss
  - Change requires me to do something different
    1. Don't know what to do
    2. Don't know how to do it
    3. Change takes me out of my comfort zone and I don't want to do it.

# What is Change and what does it mean to Me

- **The marketplace understands change**
  - **If people don't buy your product you stop selling it or market it differently.**

**DON'T BLAME THE CUSTOMER**

**Find the customer's need and fill it.**



**What is Change and what does it mean to Me**

**SO WHAT DO I CHANGE**

**What is Change and what does it mean to Me**

**Be accountable to the MISSION**

**Define your VISION**

**Identify your CULTURE**

**Develop adaptable PROGRAMS**

# What is Change and what does it mean to Me

- **Stay in love and be loyal to the mission and vision because they don't change**
- **Programs must change**
- **Programs are ways to serve people and attract them to IOOF membership**
  - **Not all programs work with everyone**
  - **Must have a variety of programs to appeal to diverse needs**

**What is Change and what does it mean to Me**

**The best way to find out if things are going well is to ask yourself this question:**

**WHAT'S THE BEST WAY TO \_\_\_\_\_?**

# What is Change and what does it mean to Me

- Just because that's the way we always did it, does not mean that's the best way to do it now
- Nothing should be off limits to debate, because that will limit your growth

**What is Change and what does it mean to Me**

**When it comes to change  
“Focus on what you want  
to gain, not on what you  
might lose”**

# SWOT

**Strengths**

**Weakness**

**Opportunities**

**Threats**

# SWOT

- **This list was compiled from members of the Grand Lodge of Georgia 2014 about our:**

**Strengths**

**Weakness**

**Opportunities**

**Threats**



# STRENGTHS

1. Available manpower
2. Principles / beliefs
3. Quality people
4. Brotherly Love
5. Edifies others
6. Mission oriented
7. Elder wisdom
8. Order's history
9. Generosity
10. All-can join
11. Equal Opportunity
12. Volunteer Org
13. Structure
14. Community culture
15. Mutual Respect
16. Healthy morals
17. Problem solvers
18. Family Role Models
19. Quantifiable results
20. Well regulated lodge

# Weakness

1. Family involvement
2. Unwilling to change
3. I can't do it attitude
4. Track history
5. Discord
6. Unwillingness to discuss IOOF
7. Lack of interest in the Lodge
8. Lodge distance
9. Lack of technology
10. Lack of knowledge
11. Status Quo
12. Comfort in position
13. Programs not for family
14. Lodges not working together
15. Age of members
16. Lack of committees
17. Team work

# Weakness

**18. Degree knowledge**

**19. Getting the name out**

**20. Lack of local media**

**21. Best kept secret**

**22. Communication**

**23. No direction**

**24. Change from the top**

**25. No Responsibility**

**26. No place for younger  
members**

**27. Visibility**

**28. No Vision**

**29. Afraid to talk to people**

**30. Lack of follow-up**

**31. Complacency**

**32. Dictatorship**

**33. Using new people**

**34. New ideas**

**35. Only a few people work**

# Opportunities

1. Leadership getting involved
2. Motivation
3. Need to belong
4. Education
5. Scholarship
6. Money to use
7. Help community
8. Technology
9. Use of knowledgeable members
10. Each generations provides prospects
11. Generation Y
12. Activities
13. Tell others
14. Common interest
15. Elevate our character
16. Change what I want

# Threats

1. Time
2. Changes in wrong places
3. Positions too comfortable
4. Unwillingness to change
5. Apathetic attitudes
6. Other fraternal orders
7. Branding/awareness
8. Loss of elders wisdom
9. Drama
10. Lack of education
11. Lodge location
12. Too much time required
13. Political inviting
14. A “few” running the show
15. Politically correct or morally wrong
16. Discord/disharmony
17. Leaders not listening