

# « Mission Possible »

**GSUSBCYA Retreat**

**August 28, 2010**



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## What is a Mission?

**A Statement of the ultimate goal of the group which is stated in terms of a customer's need.**

**USBC Mission Statement:**

**"The Greater Seattle USBC Youth Association, representing the national governing body, ensures the integrity and protects the future of the sport, provides programs and services and enhances the bowling experience."**



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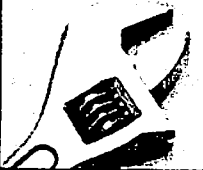
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## What is a Vision of Success?

**Creating a vision of a better future for the organization.**

**Creating a sense of change through accomplishment of strategic goals.**

**Creating a sense of what organization will look like.**



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### USBC Vision Statement

- "The vision of USBC is to grow the sport."
- More people recognizing bowling as a sport.
- More people participating in bowling as a sport.



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### Creating A System

System insures organization will make progress toward the realization of the vision in accordance with clearly defined values and goals.



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### What does A System Need?

- Dedicated team members
  - Volunteers who of their own free will, offer self for service or duty.
  - Understand that jobs have two essential ingredients: Turf and responsibility for results



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### Effective leadership

- Creates sense of purpose
- Motivates creation of values
- Promotes creation of system



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### Leader's Source of Power

<b>Status Related</b>	<b>Personal</b>
<ul style="list-style-type: none"><li>• Control of Rewards</li><li>• Control of Punishment</li><li>• Access to Higher Authority</li><li>• Respect for position</li></ul>	<ul style="list-style-type: none"><li>• Reputation</li><li>• Sense of goal-direction</li><li>• Value followers place on relationship</li></ul>



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### System needs sense of purpose and motivation

- Create desire within the volunteer
- Tap basic motivational needs:

- Esteem
- Achievement
- Growth
- Control
- Affiliation



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**System needs to reinforce values**

- Sense of what is right and wrong
- Hold people accountable for results
- Be role model for others



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**System needs cohesive team**

- Establish bond by creating shared goal
- Highlight common experiences
- Project positive attitude
- Communicate consistently, clearly and in timely manner
- Treat all team members with respect



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**System needs consensus**

• Describe issue/problem	• Evaluate alternatives and set priorities
• Collect pertinent information	• Make a decision
• Make list of possible solutions or actions	• Implement decision
	• Evaluate results
	• Prepare report



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**Difficult Volunteers**

Warning: Can appear at any time and in any situation. Treat with caution!!!

- The Inexperienced
- The Discourager
- The Founder
- The Abdicrat
- The Procrastinator
- The Fantasylander
- The Timid Mouse
- The Dictator
- The Disaffected



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**Good relationships with outstanding people are more valuable than money, because you can't buy good relationships.**

J.H. Rockner



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