

# IT'S A TOPS, KOPS WORLD

January, 2012

Ellen Ashcraft, Area Captain

## Leadership Skill of the Month

This month we are continuing the skill "Influencing Change" with "Set the Stage for Change." Change must be presented as an opportunity, not a threat. Here are some guidelines. The change must be explained in a way that everyone can understand. The group must see the change as valuable and stand behind the strategy required to achieve the change. All barriers to the change need to be identified and removed. Officers must be positive about the change. Training needs must be identified and training provided for new skills. Measurement needs to be set up to validate the results of the change. Continuous feedback must be provided. Coaching has to be provided to correct any undesirable behavior and should be recognized and rewarded.

## Spring Workshop

I am looking for chapters to host the spring workshop. The facility should hold about fifty people. Chapter IN 0137 Marion has volunteered to host for the north and that meeting will be on Tuesday, March 13 at 6:30pm. Chapter IN 0123 Clarksville has volunteered for the south and that meeting will be on Saturday, March 3, but I need places for the east (counties of Decatur, Fayette, Hancock, Henry, Rush, Union and Wayne) and central (the counties of Johnson, Marion and Shelby). The dates I would like to use are February 25 in the east and March 10 in the central. I will send details as soon as they are available. Please remember to send me your awards summary sheet by February 15.

## SRD

I hope your chapter is planning to attend our SRD (State Recognition Days) in Nashville, Indiana on April 13 and 14 and also the pre-events on April 12. Come and enjoy the theater, workshops, fun night, royalty, division winners and the KOPS Circle of Lights. Your leader should have received your registration packet.

## Chapter News

### New KOPS

IN 0123 Clarksville	Jan Barksdale
IN 0625 Anderson	Joanna Sweigart

### No Gain Meetings

IN 1411 Waldron	January 10	3 members
IN 0020 New Albany	January 11	10 members 10.75 pounds

### Honorable Mention

IN 0116 Beech Grove reports that all TOPS members weighed less on January 4 than they did the last meeting of December. Since TOPS are all in the black the first meeting of the year, this can't count as a no gain meeting, but I felt it deserved honorable mention.

Please continue to send me your news at [eashcraft2@aol.com](mailto:eashcraft2@aol.com). Other chapters are encouraged by your successes.