

CONNECTION

A SAINT PAUL JAYCEES PUBLICATION

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www.stpauljaycees.org

May 2009. Volume 22. Issue Five

The Art of Delegation



Debbie Ackerman
83rd President

If you asked me five years ago about how I felt about delegation, I probably would have said that I agreed with the old adage, "If you want something done right, you've got to do it yourself". As I have taken on more responsibility at work, home and in the Jaycees I realized that while doing things your-

self means that you know they get done right it also limits what you are capable of accomplishing. The Saint Paul Jaycees would not be able to provide the variety of community involvement, networking, personal development and professional development opportunities if only one person took on the responsibility of getting things done.

Learning to delegate takes time and tweaking of your own leadership style. I have learned that you need to delegate things in different ways with different types of people. I delegate to employees differently than I do volunteers or my husband. With people I supervise, I will delegate verbally or in writing the direction and expectation giving them a deadline and because it is

an expectation of their job, they typically do not have the option to not complete the task. When delegating to a volunteer, you must first ask them if they are interested in working on the project, giving them details of expectations including the amount of time the project will take, when items are due for the project, etc.

It is important no matter who you are delegating to that you make your expectations clear. If you don't clearly state your expectations for the project or task, you will often end up frustrated with the end result. One of the things I often see people do wrong when they delegate is a lesson I learned at work called "hint and hope". The supervisor who uses the "hint and hope" strategy will say things like, "It would be really nice if someone could type up the information and turn in the report sometime in the next week or so" or [out loud to no one in particular], "I wish that I wasn't always the person who had to place the orders". When delegation is done in the "hint and hope" manner the task often doesn't get completed because there was a lack of clear direction and delegation. The supervisor would have achieved better results by stating, "Joe, I would like the information you just presented to me typed into an internal report by next Friday so I can review it before the Monday deadline" or "Jane, as part of your role here at the company I want you to place the supply orders. I'll set up a time to meet with you next week to train you in how it is done".

Teaching and training is an important part of delegation. A lot of frustration could be eliminated by ensuring that the person you have delegated the task to has the knowledge and skill base to complete the task. Being available to the person you have delegated things to during the process is also vital. If this is the first time that someone is doing a new task, you will want to check in with them to find out how it is going and assure them that you are available for questions. If the project is spread out over weeks or months set up "check-in dates". For example, if a major project is due in one month ask the person working on the project to call you every Friday to give you updates. It is really helpful if you can break up the tasks of the project into smaller deadlines and tell them that "A, B & C need to be completed in 1 week, D & E in 2 weeks and the remainder of the project in 1 month".

The best lesson I have learned about delegation is that if you find projects and tasks that play to a person's natural strengths and abilities the entire process is easier. Asking someone to help in an area where they are intrinsically motivated will eliminate a lot of frustration for both the person overseeing the project and for the person doing the project. That isn't to say that challenging each other to try something new and different is a bad thing, but just a reminder that forcing someone to do something they don't want to do will usually end up with you saying, "I should have just done it myself!".

Summer means time for chapter fundraising

Annual events are critical to chapter's financial success

Chris Thompson
Fundraising Director
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Parades, music, cool beverages and deep-fried pickles. It sure sounds like summer to me.

In the weeks ahead the Saint Paul Jaycees will begin a busy season of fundraising activities. The projects are fun and diverse – much like our membership – and share a common characteristic: They make possible the many gratifying charitable events throughout the year we provide.

As you're planning your summer – hopefully full of fun with friends and family – take a moment to consider the numerous fundraising projects in which we will participate. We rely heavily on members to meet our budgetary goals, particularly in tough economic times where monetary donations dwindle. While individuals

may not have discretionary income to donate to charitable causes such as the Saint Paul Jaycees, we hope they – and you – will be able to give a little bit of time during a busy summer season to help charitable organizations continue to prosper.

Some upcoming Saint Paul Jaycees fundraising events for which we'll be looking for volunteers include: The evening of May 30 the Saint Paul Jaycees will again offer our devoted volunteers as beer pourers at the annual City Pages Beer Festival in Minneapolis. This event joins beer lovers with beer brewers for one of the Midwest's largest beer tasting festivals and we've got a front-row seat for the show. Do you know the difference between a bock and an IPA? Show up for City Pages Beer Fest and you will. This is one of the most volunteer-intensive events in which the Jaycees participate and we'll be looking for as many helpers as possi-

ble. Tell your friends!

Everyone loves a parade, particularly the folks who make their way into the Grand Old Day beer garden where the Jaycees will be volunteering June 7. This celebration of St. Paul's renowned Grand Avenue draws visitors from throughout the Twin Cities where our members will be checking identification and selling wristbands for entry into the beer gardens.

We'll be center-stage at one of the Twin Cities' largest arts festival on June 20 and 21 as we work the beverage stations during the Stone Arch Festival of the Arts along the historic Minneapolis riverfront. Artists of all sorts will span the riverfront and the Jaycees will be able to take in all of the action, and raise money for their favorite group at the same time.

And what would a Minnesota summer be without a trip to the Great Minnesota Get Together? The Jaycees will be rolling up our sleeves, and puckering our lips, as we help out at the Preferred Pickle booth making what has become a Minnesota State Fair tradition: deep-fried pickles. The unique creations draw thousands of hungry fairgoers annually, and stories of working the front lines at the Preferred Pickle will no doubt impress your friends. The Minnesota State Fair is slated for Aug. 27 to Sept. 7, so give in to your curiosity and sign up to help for a shift or two at this unique fundraising opportunity.

Visit www.stpauljaycees.org to get full details about these and other fundraising events throughout the summer, and I hope to see you soon!

Admin's corner

Amy Bicek
Administrative Vice President

As I sit to write this article, I struggle with what to share with you in this limited space. So much is happening all around us. Our Fundraising Director, Chris Thompson, is busy planning for summer festivals and events; our Community Development Team is hard at work finding chairs. The Individual Development Team is busy working on a Professional Development series. The Membership Team has been working hard to sign potential members into actual members. I've been busy with Saint Paul Jaycee apparel orders. And the President? What hasn't she been up to? Awards, awards and awards!

The President and I have been working hard to submit our great projects for recognition at the regional and state levels. While we cannot submit every award, we do want to thank everyone who has chaired or helped with a project this year! Debbie and I had some great discussions on which projects to submit, in most cases we had more than one project to submit. We, the Board of Directors, hope that you will help our chapter celebrate its success at either the Regional Awards, May 2, or at Spring All State, May 15-17. This is our chance to "show off" some of the great programming we do in Saint Paul. You can find out more information about Regional Awards and Spring All State on our website, www.stpaul-jaycees.org; or by contacting State Delegate Justin Lashley. Whether your project was submitted for an award or not the Board of Directors is extremely grateful of your time, effort, abilities, and talents. Thank You!

Also, you can still order Saint Paul Jaycee apparel. Please contact Admin VP Amy Bicek (amybicek1@gmail.com) for an order form. The next order will be placed right after the July Railroad Social.



Tom and Elizabeth Lukanen pour beer at last year's City Pages Beer Festival.



www.stpauljaycees.org

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We believe:

That faith in God gives meaning and purpose to human life;
That the brotherhood of man transcends the sovereignty of nations;
That economic justice can best be won by free men through free enterprise;
That government should be of laws rather than of men;
That earth's great treasury lies in human personality;

Upcoming Events

Please see our website for details and click on Calendar of Events

- Friday, May 1: Meet & Greet at Groveland Tap
- Saturday, May 2: Merrick Community Center Spring Clean Up
- Saturday, May 2: Regional Awards at Robert's in Mounds View
- Friday, May 8: Ballroom Magic at Harding High School
- May 15 - 17: Minnesota Jaycees Spring All State Convention in Alexandria, MN
- Thursday, May 21: Membership and Networking Event at Gabe's Roadhouse
- Saturday, May 30: City Pages Beer Festival



Come be a part of the biggest one day fest in the Midwest!
Join us selling wristbands on Sunday, June 7th
9:30-1:30 or 1:30-5:30
Contact Rebecca Henders at rebeccahenders@hotmail.com
for more information!

City Page's Beer Festival finds a new home in Downtown Minneapolis

Help by pouring beer for our largest annual fundraiser

Rain or shine, hail or sun, City Page's Beer Festival promises a good time. Join us to pour beer for our largest and longest current running fundraiser.

More than 30 beer vendors are expected at the festival, and 100 volunteers are needed to pour beer samples for festival attendees.

To volunteer contact Mike Rohloff at 651-308-1258 or email mrohloff@hotmail.com

Find complete details at www.stpauljaycees.org

Date: Saturday, May 30, 2009

Time: 4:00 p.m. - 9:30 p.m.

Location: 41 10th Street N. (former Ramada Hotel lot), Minneapolis

Les Farrington Ballroom Magic

In its third year, the Les Farrington Ballroom Magic event promotes the well-being of and respectful relationships within culturally and economically diverse student body at Harding High School. The students have been taking ballroom dance lessons for weeks and tonight is the night they compete. Volunteers decorate the space where the dance showcase takes place and tear-down after the event. Of course cheering on the competitors is also needed.

To volunteer contact Quinn Kolb at 651-454-3564 or email quinn.kolb@district196.org
Find complete details at www.stpauljaycees.org

Date: Friday, May 8 **Time:** 6:00 p.m. - 10:00 p.m.

Location: Harding High School Gym - 1540 6th St E, St. Paul

New Jaycee of the Month

Todd Van Wambeke

Thank you Todd for chairing your first event, Snow Tubing, in March. While there was no snow for the event, Todd was quick to find another location for members to gather at. Great job on your first event Todd!

Committee of the Month

Les Farrington "Best 100" Juried Art Exhibition Committee

The "Best 100" Committee, chaired by Elyssa Weber and Joy Goodwin, put together another amazing event and opening ceremony. Thank you to the following committee members: Jamie Lee, Deb Most, Jackie Van Deusen, Debbie Ackerman and Amy Bicek.

April Thank Yous:

- Mike Weiss for chairing the Swarm Game
- Rachel Rodriguez-Schwab for chairing the Ever After Gowns event
- Todd VanWambeke for chairing the Art Crawl