

FIAE's September 2019 Newsletter...Check it out!

To fiae@listserve.com <fiae@listserve.com>



September 2019



*It's crunch time...Register today for FIAE's
premiere event....*

November 11-13, 2019
The Ballantyne Resort
Charlotte, North Carolina

*For on line registration and hotel accommodations,
go to www.fiae.net*

WELCOME TO CHARLOTTE

*"The Queen City", "Crown Town," "Buzz City," "The QC," "home"-
whatever you call Charlotte, welcome. We invite you to fall in love with
the city in all the ways we have.*

*What makes us a standout on this great, big map of phenomenal places?
We're not just one of a kind; we're one of every kind.*

*From the diversity of our residents to our colorful history, which you'll find
represented in every corner, Charlotte is a melting pot. We're a heaping
spoonful of natural beauty and metropolitan splendor. We're a blend of
inventive chefs, talented artists, fierce athletes and mission-minded
gamechangers. We're equal parts funky and eclectic, traditional and
charming. We're a mix of night owls, early risers and all-day adventurers.
We're a dash of every different language and a sprinkle of the world's
cultures.*

*Want a taste of the town? Order a plate of barbecue or a banh mi sandwich
from one of the food trucks roaming the streets. Admire the rare artwork
housed in our many museums. Snap a selfie with an 18th-century statue.
Sip something crafty at a South End brewery. Take in a Broadway show in*

Uptown. Shop stylish threads in South Park. Scale Crowders Mountain. Ride the Booty Loop in Myers Park. Groove to live music in NoDa. Toast cocktails in Plaza Midwood. Get behind the wheel of a race car in Concord. Celebrate at a cultural festival in Dilworth. Whatever you do in Charlotte, we invite you to make it your own.

Join us in November!

FIAE Webinar Series:

Friday, September 6, 2019 @ 1:00 pm EST

**What 80's Pop Culture Teaches Us About Today's
Workplace**

***Presented by Chris Clews, 80s Pop Culture Expert |
Author | Speaker***

TO REGISTER and PARTICIPATE, go to:

<https://attendeegotowebinar.com/register/232327207465420045>

After registering, you will receive a confirmation email containing information about joining the webinar. (Make sure you enter the audio PIN# provided after you log in if you want to be "unmuted" and speak during the webinar.)

Ah the 1980s...A magical time for creativity, invention, individuality and timeless movies that taught us valuable business lessons. Wait? What was that last one?

Yes, believe it or not, 80s pop culture and particularly the great movies that defined the decade can teach us a lot about our workplace, our business, our careers and our lives. No matter where you are in your career, the

business lessons from these timeless 80s movies will resonate.

Chris combines his 20 plus years of marketing experience in a variety of industries with global brands and ad agencies with his unmatched passion for all things 80s to bring a fun, interactive informative, relatable and unique presentation to any group. He calls it "Laugh and Learn" both of which you will do while also discovering valuable lessons for your business, workplace, careers and ultimately yourself.

For example:

- *Learn what The Goonies teaches us about inclusion.*
- *Hear what Ferris Bueller teaches us about work-life balance.*
- *Find out how The Outsiders taught us that the best leaders always "stay gold."*
- *Learn what E.T. teaches us about social responsibility*
- *See how Clark Griswold teaches us the importance of knowing your audience*
- *And more valuable workplace lessons from the characters and movies that defined a generation.*

The poet laureate, Ferris Bueller said, "Life moves pretty fast. If you don't stop to look around once in a while you could miss it." Stop and look around with Chris from 1pm-2pm on Friday, September 6th and see what 80s pop culture can teach us about today's workplace.

Register you and your staff today to participate in this exciting new webinar!

FROM OUR GUEST SPEAKER at this year's Annual Convention....Bill Pawlucy

SEVEN Tips for Managing the Most Precious Resource: TIME!

The most precious resource in the world is not gold but something more valuable, time. As we all know, the time we have is fixed and very much finite. It is becoming even more precious and guarded by your volunteers

and staff. How can we better manage this most precious resource in our organizations to make the biggest impact in relevance and value to our members?

Plan with Focus - Make it a priority to put in place a functional and practical strategic plan with timelines and performance measures. Without a plan, time is leaking like a sieve in your organization.

Excite and Engage - What makes a journey exciting? Imagine taking a trip on a bus with your board and not knowing the destination but driving hours and hours and hours to get there. Some people will hang in there to see where the bus (organization) is going but others will easily lose interest and head back home. The journey is only as exciting as the destination. Your board needs the vision of the destination in order to be excited and to give of their precious time to make the journey.

Cut Out Time Killers - Recognize when board discussions are devolving into tactical details. Always ask the question, "is this something the board should be doing or should it be delegated to a committee or task force?" Guard the time of the board to be as strategic as possible.

No Agenda, No Meeting - Every meeting needs an agenda as the road map for the discussion and actions that will take place. It should be time-based, address the strategic goals of the organization and keep the mission of the organization top of mind. Bad agendas, that allow a meeting to meander with no time allocation, are the best recipe to lose volunteers. Properly crafted agendas should make everyone feel as though they have contributed and accomplished something as both an individual and a group.

80% Rule - As we all know, people like to talk and this is no different on a board. Right at the beginning of any meeting, set the rule that if the board discussion item is 80% there (or complete), then the board can move on to another topic. Anything above 80% is wordsmithing and not good use of board time. For some organizations it may be 80% and other 90%; modulate this to suit your organizational culture.

"Two Ears and One Mouth" - Epictetus, a Greek Philosopher, once said, "we have two ears and one mouth so we can listen twice as much as we speak." I would like to also add that we have two ears so we can hear both sides of the story. This is so important in saving time at meetings when board members are actually listening to understand rather than listening to respond. If we are listening to understand, we are making a conscious effort to focus only on the person and not the response to the person.

Return on Investment (ROI) - We do A LOT in our organizations and at times, it is a snowball effect with program after program being created but not evaluated. Saving time is identifying and eliminating programs that no longer suit our members but take away precious staff and volunteer time to administer. We recommend reviewing the ROI of your organization's programs to determine what should be sunset or repurposed. This will then provide additional capacity to provide even greater value and relevance to your members.

Time is a resource that can't be recovered and can't be created. Nathaniel Hawthorne once wrote, "Time flies over us, but leaves it shadow behind". While writing this, I mused the meaning of this quote and it leads me back to the fact that time is finite and moves on with our without us. Eliminating distractions to achieve our goals in our organizations will leave more than a shadow behind to the people, professions and industries we impact. How will you keep an eye on time and stay ahead of the shadows?

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Bill Pawlucy, MPA, CAE, IOM is President and Founder of Association Options, a global consulting company. Bill works with organizations and NGOs across the country and globally and as far as Amman, Jordan where he consults with the Center for International Private Enterprise to help strengthen democracy and private enterprise in the region. He also as served on the national Board of Examiners for the Malcolm Baldrige National Quality Award and offers board resources and strategic planning and consulting services at

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Webinar Ideas? Newsletter Article Submissions?

Send them our way!

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