

Rotary Club of Calgary West
(Service through Fellowship)

The Weekly WESTERNER

Box 4572, Station C, Calgary, Alberta T2T 5N3, Elbow River Casino, Fridays 12:15 pm

President: Garfield Ganong **President-Elect:** Lynne Thornton

Past President: Mike French **Secretary:** George Edwards

Treasurer: Mike French

Directors: Brent Barootes, Mark Ferguson, Garth Evans, Bill Lawless,
Marie Rickard, Brenda Sali



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A great amiable crowd of about 60 members and guests attended the meeting. **David Rodgers** was there to happily meet, greet and “badge” each person upon arrival. What a great way for a new member to meet everyone.

As always, it is hard to get past the check-in table for less than \$20!

President Garfield opened the meeting with a reminder that March is LITERACY Month and that Rotary around the world has designated this month to raise awareness and to launch new literacy programs around the world. Your reporters were at a Rotary meeting in Colorado Springs where the guest speaker’s topic was on helping to improve literacy in African countries.

David Rodgers introduced our weekly guests and the club did a great rendition of the welcome song.

Don Axford led us in our national song and **Holland Berry** gave a great invocation.

President Garfield introduced the head table and our special head table guest, **Heather Douglas**, President and CEO of the Calgary Chamber of Commerce. Heather was flanked by **Mike Carlin** and **Joe Klassen**.

Again, there was a reminder of the CALGARY WEST ROTARY CLUB BROADWAY SHOW featuring DENNIS DUBBIN, Friday, May 30, at Quincey’s. [See the end of this bulletin for more information concerning this event.](#) This will be an exciting evening, so put it on your calendar right now!

Garth Evans presented banners from the Rotary Clubs of Tucson and East Colorado Springs. Garth and **Pauline** also visited another club, Tucson Pueblo - what a friendly bunch!

Adventures in Citizenship

Roger Joki supplied us with information concerning our club’s nominee for this year.

The winning candidate was Tristan Smyth. He is a student at Westmount School, and is one of nine applicants nominated from our club members, Chris Lee, Joe Klassen, and Westmount School.

The applicants wrote a 500-word essay on "Canada, My Canada". They were interviewed by Walter Krawciw and Kurt Schurer and their essays were critiqued by Frank Burns. It was a very difficult process as there were excellent candidates to select from.

Tristan is in Grade 11 and holds an 82 percent average.

He will travel along with 250 other students from across Canada and be hosted by the Ottawa Rotary Club. The students will participate in an in-depth tour of Ottawa, the Parliament Buildings, attend an active session of Parliament, meet their area M.P. and participate in a mock trial during their stay from April 28 to May 6th, 2008.

Some of the past winning candidates were Joe Clark and Preston Manning, as well as the son and grandson of our own Bill Tapuska. Bill's grandson won the coveted prize the year he attended of a flag that had flown from the Peace Tower for his award-winning essay from among all the attendees.

Larry Doyle, pinch-hitting for the intended sergeant-at-arms, was very kind in the fine department and we all escaped relatively unscathed.

Guest Speaker

Our guest speaker, Heather Douglas, the President and CEO of the Calgary Chamber of Commerce, was introduced by Mike Carlin.

Heather has been with the Calgary Chamber of Commerce since October, 2005. Heather brings many years of experience in the field of journalism, public affairs and media relations in both the public and private sectors. She has worked internationally with major companies and in Canada with both private and government groups.

Heather's talk was too encompassing to try and summarize, so what follows is the outline of her talk.

Expectations of the Young

Individual responsibility, freedom to make decisions
Sociable & enjoyable colleagues & workplace
Opportunities to learn & grow
Opportunities to contribute immediately

Profile of Young & Restless

Generation who attended daycare then became latchkey kids
Had significant latitude & responsibility
Libertarian in social value system & beliefs
Cherish individual freedom & decision-making
Independent yet highly net-worked
Informal, situational, less structured
Prefer digital not face-to-face communications
Experimental in learning
Team-based work, collaborative decision-making
Lots of feedback, frequent & constructive reviews

Accessible managers, open communication
Respect from older co-workers
Pay for performance
Flexible schedules & ample time off

Attitudes Towards Work

Distrustful of large corporations, but willing to give them a try
Least likely to work for not-for-profits
Least likely to work for governmental institutions
Bring special strengths
Quick learners, adaptable, creative, independent
Bring weaknesses
Weak people & service skills

Job Dissatisfaction

58% restless on job & want change
55% lowest overall satisfaction with jobs
28% looking for new job or major career change
16% want to start own business

(Harvard Business School surveys 2004 – 2006)

Job Satisfaction

62% Ample opportunity to learn & grow
58% Appreciate bright experienced people work with
42% Managers provide useful & frequent feedback

(Harvard Business School surveys 2004 – 2006)

Work Ethics

Least passionate about jobs
Least energized by work
Least likely to give extra effort to employer
Least likely to take a great deal of pride in their work

Employment Packages

Comprehensive benefits package	19%
Enjoyable workplace	13
Work I can learn/grow at	12
Comprehensive retirement package	10
Stimulating work	10
Flexible work schedule	10
10% more in total compensation	8
4 weeks paid vacation	7
Work that benefits society	6
Flexible workplace	5

(The New Employee/Employer Equation survey (2006))

Retention of Young Talent

Rapid incorporation
Day #1 Establish conditions for success

Lengthens tenure @ organization
Continuous retention
Loyal as long as work, workplace, & management stimulate & engage
Easy return
Departure on friendliest of terms so they can return

Actions for Employers (1)

Poll new hires about hiring experience
Focus on day one – help them feel equipped to perform
Involve senior executives – meet, listen, teach & learn
Get in the field – give them opportunities to contribute
Talk with young workers – do not rely on surveys (paper or on-line)

Actions for Employers (2)

Make employee retention a real process – use performance measure & improvement efforts
Make line managers responsible for retention – measure & reward them accordingly
Measure employee engagement, mobility, & learning

Actions for Employers (3)

Measure employee engagement, mobility, & learning – measure improvement targets
Make exit interviews work – 1st step in recruiting excellent talent back
Evaluate the prospects of employee's returning – how much do you want them back
Form an alumni association – track whereabouts & keep in touch
Ask & welcome people back – leave door open

Heather was thanked by Joe Klassen. Several members have asked that Heather return and present another talk.

President Garfield closed the meeting with the following quote: "Literacy is a bridge from misery to hope. It is a tool for daily life in a modern society. It is a bulwark against poverty, and a building block of development, an essential complement to investments in roads, dams, clinics and factories. Literacy is a platform for democracy, and a vehicle for the promotion of cultural and national identity. Especially for girls and women, it is an agent of family health and nutrition. For everyone, everywhere, literacy is, along with education in general, a basic human right. Literacy is, finally, the road to human progress and the means through which every man, woman and child can realize his or her full potential." Kofi Annan

Your reporters' quote found on their trip: "You have not lived until you have done something for someone who can never repay you." John Bunyan

CALGARY WEST ROTARTY CLUB
BROADWAY SHOW
FORMAT OF THE EVENT

My Fellow Rotarians,

Your board of directors, supported by your club president, has decided that the RCCW should undertake a fund raiser this May to be known as the Broadway Show.

I was asked to chair the committee for this show and, in a moment of weakness, I agreed.

Using methods including coercion and blackmail, we've attracted a suitable number of club members to help fill out the committee including:

Jim Willson; Margot McDermott; Bill Tapuska; Garth Evans; Marie Rickard; Dan Varvos; Mike Carlin; David Rodgers; Murray Hunter; Ted Valentine; Dan Varvos

Date: Friday, 30 May 2008
One evening only (for this year)
Venue: Quincy's
Format: Reception, Dinner, Silent Auction, Show
Seating: 300
Tickets: \$125.00 each
Dress: Men: business suits with shirt and tie
Ladies: cocktail dress

The Show:

The show is a song and music presentation taken from a variety of well-known Broadway shows. The show troupe is the Dubbin Group (of Calgary) headlining Dennis Dubbin. This group is quite well known in the professional music world and, at the moment, is performing on the cruise ship Serenity of the Crystal Cruise Lines. Right now, the Serenity is on a round the world cruise and is presently in Australia. The troupe will be returning to Calgary on 7 May, 2007.

Dennis Dubbin has visited this club and even sang for us at a club meeting late last year. Deanna Dubbin and her daughter graced our presence at the Pinebrook Christmas luncheon last December.

Video clips and background information about Dennis Dubbin and his group and the show are available on the Internet at:

www.dennisdubbin.com

www.youtube.com From the home page, enter "Dennis Dubbin" and hit search. There are two clips relating to this show, one recent and one almost a year ago.

www.crystalcruises.com

You'll hear more about the Dubbin group over the next few weeks.

The Reception:

At the beginning of the evening, club members will welcome guests to the event. Cocktails will be available and the silent auction will be open.

Silent Auction:

The auction will be open immediately at the start of the evening (say 6:00 PM) and will run throughout

the reception and dinner.

Dinner:

The meal has not been selected as yet, but it will be high quality and several courses.

Ticket Sales:

The sale of tickets for this event will involve all members of this club. We'll be forming teams of three or four and challenging these teams to sell 16 tickets per team. The idea is to sell tickets to people who are not members of this Rotary club. We will provide promotional material and assistance in making these sales.

More information and details will follow over the next few weeks.

Conclusion:

This is a board-sanctioned fun event and, thinking of the lessons in leadership we've heard about the past couple of weeks, we challenge each and every member of the club to become the leaders we know you are and get behind this event and let's make it a success.

As the Shriners say, "Let's have a little fun and at the same time raise some money."