



Leadership Lessons Learned

Russ Ehnes

↑ JEFFERSON CR. TR. NO. 740
↑ FOREST ROAD 3328 3

This Trail is Open To:



Great Falls Trail Bike Riders Association

- Formed 1985
- Currently 804 members
- Started all MC, Now 80% ATV or both
- Cascade and surrounding area <90K
- Meetings – 75-100 attendees
- Volunteer trail programs – 600+ miles
- Manage Trail Ranger Program
- Own Tools and Equipment

Lessons Learned

- Understand “Informal Social Networks”
- Clicks are okay!
- Don't try to replace them
- Provide the common cause to rally the clicks
- Provide a venue to build connections

Lessons Learned

- Meeting Schedules don't work for us
- Call meetings when we have a “good reason”
- Use a phone tree – people are people
- Start at a consistent time
- Run a tight agenda – get to the point
- Who the heck is Robert???
- Use him to stay legal

Lessons Learned

- Ask for Help
- Volunteering just means you aren't getting paid
- Utilized special skills
- It's okay to pay volunteers when you can
- People appreciate being asked
- Gives a sense of worth and self confidence
- Sense of ownership in projects
- Clicks can take on projects

Lessons Learned

- Volunteers Aren't Employees
- Expect five hours work – no more
- Thank them for the effort
- Take what you can get

Lessons Learned

- Find a Balance
- Can't be all work or all play
- Balance work, politics, play

Lessons Learned

- Be Creative
- Try different things – you can always do it the same old way later.

Lessons Learned

- Be a Thief!
- Steal the good ideas whenever you can
- Ignore the rest