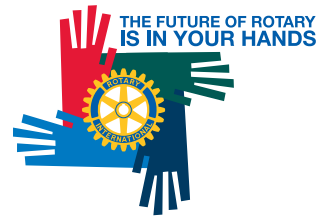


S P O K E



JANUARY 28, 2010

THIS WEEK
PROGRAM CHAIR
HARVEY HALL

STATE OF THE CITY

Alan Tandy will give a “State of the City” address at this week’s meeting. The City Manager will give us an update on current affairs and at the same time offer a peek in to future city business. With the certainty of near-term challenges lying ahead, this program is sure to be timely and entertaining. Don’t miss this important update from our city’s leader!

JANUARY 21, 2010 MEETING
YVONNE CHAMBERS, EDITOR

The meeting was called to order by President **Duane Keathley**. Our own Woman with Mercy (literally), **Stephanie Weber**, gave the invocation. **Kurt Wingate** followed with the flag salute. **Jim Cordle**, after much rehearsal with **Paul Sheldon**, led us in a rousing chorus of “*God Bless America.*”

Sergeant-at-Arms, **Steve Illingworth** was out of town and so **Bernie Herman** stood in for him. While there were no visiting Rotarians from other clubs, Bernie introduced visiting Rotarians from our own club, **Jim Clark** and **Lou Barbich**. Several guests were introduced and **David Dobbs** introduced **Jeff Newman** a Rotarian that David had not seen in the 9 months that he has been a member!

ANNOUNCEMENTS...

Next Thursday, January 28th, services will be held for **Claude Fiddler**. The service will be at Greenlawn on River Blvd. at 2 pm. Claude is sincerely missed.

The Business Leaders Ethics Conference is March 2nd. **Bruce Biggar** is still in need of volunteers. Please sign up if you are available to help that day. Famous Rotarian **Pat Collins** was called upon to make a good news business announcement. Before his announcement, Pat made a couple of “thank you” presentations with the assistance of David Dobbs. To **Steve Williford**, for standing in as Sgt-at-Arms, a bottle of Marilyn’s Merlot (complete with a Marilyn Monroe label), 2007, was given. **Mr. Illingworth**, in abstentia, and **Bernie Herman** were given

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UPCOMING PROGRAMS

February 4 **Tort Reform**
Tracy Leach

February 11 **Immigration Reform**
Andrew Fishkin

February 18 **Mercy Hospital 100 Years**
Russel Judd

February 25 **Virtual Enterprise - Centennial High**
Ben Hanson

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bottles of beer called "Arrogant Bastard". They can commiserate the role of Sgt-at-Arms together over the Arrogant Bastards. To settle the ruffled feathers of **Mother Ducker Terri Bjorn**, just the right wine and a check for \$100 to the Center for the Blind and Visually Impaired was presented. The bottle of wine? "Blind Nymph". Pat's announcement was that he and his wife have purchased HP Sears Co. Good luck, Pat!

PROGRAM...

Harry Starkey introduced fellow Rotarian **Holly Culhane** as our speaker. She began by telling us that leading is getting things done through others. Holly explained that there are 4 types of people in the workforce; Lions, Otters, Retrievers and Beavers, each with their own style. She explained that in this ever changing world, the only one constant is change! In order to deal with change as a leader, you need to understand the basic dynamics, the phases of transition, the emotional interpretation and the specific steps to manage employees through change. Holly had the entire assembly stand up and participate in an exercise. A change activity?! As an illustration of how people resist change, Holly pointed out that most of us moved all the things we changed in the exercise back to where they were originally. She pointed out 7 points of change that leaders need to understand:



- Real change is awkward and uncomfortable
- People are not focused first on the benefits of change, they focus on what they have to give up
- True change is personal
- People will consider they have limited resources
- People can only take so much change at one time
- Everyone is not ready for change at the same time
- When you take the pressure off, people will revert back to the way they were.

In conclusion, Holly cited Ken Blanchard. *"The key to successful leadership today is influence not authority."*

The meeting was adjourned at 1:10 pm.

AREA MEETINGS

MONDAY

Bakersfield South - Noon
Petroleum Club

Wasco - Noon
Veterans Hall on Poplar Ave.

TUESDAY

Bakersfield North - Noon
Petroleum Club

Inyokern - 6:00 p.m.
Bernardino's

WEDNESDAY

Bakersfield West - Noon
Stockdale Country Club

China Lake - Noon
Heritage Inn

Shafter - 6:30 a.m.
Shafter Vet's Hall

Bakersfield Breakfast - 6:45 a.m.
Petroleum Club

Taft - Noon
Jo's Restaurant

Bakersfield Twilight - 6:00 p.m.
T.J. Maxwell's

Interact - 2:40 p.m. BHS
Auditorium #301

THURSDAY

Frazier Park Rotary - 5:30 p.m.
Los Pinos Restaurant

Bakersfield Downtown - Noon
Bakersfield Art Museum

Tehachapi - Noon
Kelcy's Restaurant

Delano - Noon
Kong's Dynasty

Kern River Valley - 6:00 p.m.
Ewings

FRIDAY

Bakersfield East - Noon
Veteran's Hall

ROTARY OFFICE

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