ONE STEP AHEAD

The JCI monthly newsletter for National Officers - July 1995

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AREA D CONFERENCE - STRASBOURG, FRANCE

Strasbourg, France, was the site of the 1995 JCI Area D Conference and was held simultaneously with the National Convention of Jeune Chambre Economique Française. In perfect facilities centered around Palais de la Musique et des Congrès and the SOFEX exhibition area, 3250 delegates from 45 countries attended the closing Saturday evening gala. The festivities and entertainment concluded with the display of a spectacular 7-meter-tall cake.

Highlights of the busy week included Opening Ceremony, complete with a colorful aquatic show; adoption of both the Charter of Humanism and the Deregulation Workshop Resolution; addition of two US$1000 Donors to the JCI Foundation; participation by many members from newly affiliated national organizations; PRIME and EXCEL—in French and English—and National Leaders Courses, with more than 50 attendees. Other special features were: about 40 seminars and workshops, some attracting close to 300 participants; the successful bid of Reykjavik, Iceland, to host the 1997 Conference and the selection of Krakow, Poland, for the 1996 AEP Meeting; IBN's increased membership with 12 new members as well as 5 renewals; and the "Open Forum" with 23 presentations of future candidates, congresses and conferences, JCI-endorsed projects, etc., which attracted roughly 200 spectators during peak hours.

1995 GALS–THE JCI CONFERENCE FOR THE UNITED NATIONS' 50TH ANNIVERSARY

More than 200 delegates are already registered for The JCI Conference for the United Nations' 50th Anniversary. The conference starts on August 19 and ends on August 22. Sessions will be held at the United Nations building, and group discussions and the final closing session will be at the Headquarters Hotel, the Hyatt UN Plaza in New York. All National Presidents, JCI Board members and The United States Junior Chamber of Commerce Board members are invited. Registrations for observers are still open. For more information, please contact JCI World Headquarters. Note: **Black Tie will be required for certain events.**

MID-YEAR MAIL SERVICE SURVEY

On June 30 JCI Headquarters sent the Midyear Mail Service Survey to everyone on the monthly mailing list to evaluate the efficiency of our current mail service and test a new system (for outside U.S.A. only).

Questionnaires received so far reveal that those mailed Friday, 6/30, arrived in Denmark on Monday, July 3; Japan's were received Wednesday, 7/5. Also, only questionnaires sent via our current mail system (IPA) have been received to date.

It is very important that you return the two questionnaires and your opinion of *One Step Ahead.* If you have not yet returned them, please do as soon as possible.

Benny Ellerbe, Secretary General

HIGHLIGHTS FROM THE MIDYEAR EXECUTIVE COMMITTEE MEETING

The 1995 JCI Midyear Executive Meeting continued this year's focus on the future with the Committee's enthusiastic endorsement of the 1995 Strategic Planning Committee (SPC) Report," JCI Vision 2000."

The 50th Golden Anniversary Exhibit–shown during the 1994 Kobe JCI World Congress and displaying the rich history of Junior Chamber–will be on permanent display at the JCI World Headquarters.

JCI Home Page. JCI has achieved the long-sought goal of global electronic interconnection with the creation of a Home Page on the World Wide Web. Any Junior Chamber organization or member can access this Home Page through the Internet. There are currently some 30 pages of information available. The Home Page address is: http://www.sigma.unb.ca/jaycee/jci.htm

Jóvenes Cámaras de España asked for approval of its name change, and the Executive Committee approved the change to Jóvenes Cámaras de Cataluña.

A Dues Increase Review Committee was created to examine the need for and the impact of a possible future dues increase in terms of local currency and SPC recommendations. It will study the costs of integrating Junior Chamber with computer technology and creating a worldwide electronic network and JCI global database of projects.

Other Committees. JCI President Oji also appointed an Electronic Communications Review Committee to explore expanding this area for Junior Chamber involvement and a Business Opportunities Review Committee to review all aspects of this new JCI Area of Opportunity.

Internet: Secretary General=jciwhq@aol.com–Communications=lsjci@aol.com–Area D=jcieur@aol.com–IBN=jciibn@aol.com

FROM THE BOARD OF DIRECTORS



This column is open to any member of the 1995 JCI Board of Directors who wishes to express his or her opinion to the National Officers and other leaders of Junior Chamber International. Please send your article to the JCI World Headquarters.

Radhamés Thomas, 1995 JCI Vice President

When I joined the organization, I did so seeking something new and different—the opportunity to travel, meet new people, etc. I never stopped to think about the advantages the organization offered nor the good work it did. However, I then decided to stop being a member ignorant of the benefits it could provide. I also ceased ignoring the wonderful Creed that exhorts us to observe and live the philosophy and the mission of our organization. Then one good day I said to myself: "You have to change for the better and reach goals that you can only attain when you truly feel what this organization offers you and what, through it, you can offer the world."

After having held various local and national positions, I had the opportunity to become National President. This new office taught me to bear the unbearable, to do research, and to study. I became able to speak authoritatively about my organization and to take up challenges I never thought I could. I learned to appreciate the wants and needs of my fellowman. Also, I realized that, by being selfish, I was failing to grasp the spiritual beauty inherent in all human beings.

Venezuela—my country—saw my work and the change that had taken place in me, and trusted me to run for JCI Vice President. I reached that goal in Kobe, Japan, on a day so special that I will never forget. My experiences have been truly wonderful: countless satisfactions and achievements have been mine; new cultures and customs have become part of my life. I have had the opportunity to share that wealth of knowledge with young people in six countries: Colombia, Costa Rica, Ecuador, Panama, Puerto Rico, and the Dominican Republic. Also, I have met and worked with people in top managerial, political, and religious positions and with humble people who taught me the importance of that everyday desire to improve and become a better human being.

Our founding father, Henry Giessenbier, had the great idea of creating an organization of young people capable of helping change the world. He foresaw such an organization making true many dreams that, perhaps, we thought impossible. I wish to thank each member everywhere who helped me make my dream come true.

At the midpoint in my year of office, I feel I have gained greater strength. Further, I am prepared to continue working for this world organization, to face any situation, and to attain whatever goals I set for myself.

May I conclude this message with my heartfelt thanks to the Venezuelan Jaycees for having afforded me this great opportunity. I wish to assure them that I will continue to try to uphold and honor our principles and our country.

Each day, each of us, acting professionally, must contribute our personal grain of sand to build that priceless mountain of world peace, always taking ONE STEP AHEAD!

FROM THE NATIONAL PRESIDENTS



This column is open to any 1995 National President who wishes to express his or her opinion to other National Officers and to the leaders of Junior Chamber International. Please send your article to the JCI World Headquarters.

Fabiano Artiles Martins, President
Câmara Júnior do Brasil

A Vision of the Future

During 1995 we are commemorating Brazil Junior Chamber's 40th anniversary and have selected "A Vision of the Future" as the theme for this occasion. This theme will help us pay homage to Brazilians who have had the opportunity to join the largest and best World Leadership Development Organization, for we can truly say that those who join our organization have a vision of excellence and take positive steps toward a better future for themselves and their communities.

The growth of our organization is a topic always mentioned when we discuss Junior Chamber in Brazil. A country with continental dimensions and a large population such as Brazil has great development potential. Therefore, giving priority to growth has been one of our concerns. We feel the solution lays mainly in creating awareness of the importance of growth among Brazilian members. We have already seen that additional members are needed to continue good programs and provide motivation.

Our First National Growth Encounter helped us guide our activities toward growth. Training experts in chapter extension and a tentative proposal presented to 48 Brazilian Jaycees are steps we have already taken regarding this matter.

Training in Brazil continues diligently. This is the 3rd year of our Instructors Career Plan (National Training Institute). Regarding the JCI Major Emphasis Theme, several projects are being developed. The most important ones promote children's health in cooperation with the Pan American Health Organization (PAHO).

Although a great deal remains to be done, several outstanding programs are being conducted in Brazil. Some of our chapters have achieved excellence in their activities and are recognized as solid institutions in their communities—a living example of Henry Giessenbier's ideal.

Brazil's isolation from other countries in the Americas is a thing of the past. The large Brazilian delegation attending the Area C Conference in Asunción, Paraguay, was an example of Brazil's desire to share information with other National Organizations in the Area.

We are certain we will be a strong National Organization in the third millennium not only because of our vision of the future, but also because of our continuous efforts and each **step ahead** our members take.

HOW TO COPE WITH DIFFICULT PEOPLE

WE ALL HAVE THEM IN OUR LIVES. HERE IS WHAT YOU CAN DO ABOUT IT.

Adapted from an article by Dianne Hales and Robert E. Hales published in Parade Magazine *July 9, 1995.*

Just about everyone has to deal with difficult people–a family member, a colleague, a supervisor, etc. As a National Officer, you will meet many people difficult to get along with or handle. There are lessons, however on how to deal with difficult people based on the experience and knowledge of mental-health professionals. Since you cannot avoid difficult people, you have to know how to cope with them, and the first step is understanding. The best approach is not try to get them to change, but to find ways to work around them. The following guidelines may help:

1. **KEEP SOME EMOTIONAL DISTANCE.** Don't take annoying behavior personally. Rather than deliberately trying to hurt others' feelings, most difficult people are merely trying to protect themselves. A self-centered co-worker may hog the credit and disparage your contribution whenever a project turns out well. Rather than assuming such slights are aimed specifically at you, realize that while your colleague may seem brash and sure of himself, he is actually plagued by a sense of inadequacy. He is too insecure to compliment you or share any of the glory.
2. **MAKE SURE THAT YOUR EXPECTATIONS ARE REALISTIC.** If you are involved with someone who has long-standing problems, you may keep hoping that the person will change. It's not likely. Strong and silent people who always seem in control may be incapable of opening up emotionally and providing genuine warmth and support. It has nothing to do with you.
3. **GIVE THEM SOME OF WHAT THEY NEED.** You don't have to cave in, but be pragmatic. If a co-worker acts paranoid and seems to suspect you of trying to sabotage him, keep your plans out in the open to reassure him that you are not hiding anything.
4. **WATCH OUT FOR "ALL OR NOTHING" THINKING.** There is a kind of person who tends to view things in black-or-white, right-or-wrong terms. If you are not 100 percent behind such people, they consider you a turncoat. If you are involved with someone like this, it may seem as if you can do no wrong one day–and the next day, you are dammed as "despicable." Such individuals cannot see others as complex beings with both good and bad characteristics. Remember: The problem lies within *them*!
5. **DON'T ATTACK.** If you must confront a difficult person for any reason, simply state how you feel or what you observe without judging. Many individuals–especially those who are exquisitely sensitive to rejection or disapproval–overreact to any comment that could be construed as criticism or a challenge. A person who is paranoid, for instance, may not be able to separate a well-intended observation (that he spoke too fast during a presentation, for instance) from an attack on how well he does his job.
6. **HANG IN THERE.** Difficult people–particularly the noisy ones who call a lot of attention to themselves–tend to quiet down with time. By the time people reach their 40s or 50s, they mellow out. So, if you like them, try to hang in there.
7. **DON'T TAKE THE RAP.** When difficult people behave badly, they typically blame others for "making" them do so. After all, there is ultimately no justification for obnoxious, inconsiderate, annoying behavior. Respect your own rights as a person, and expect others to do the same. Just because someone always thinks of himself first doesn't mean you should not articulate and assert your needs. Remember: If you act like a rug, people are going to walk over you.
8. **SUGGEST THEY SEEK PROFESSIONAL HELP.** Many difficult people resist and resent any implication that they could benefit from counseling. "Some difficult people eventually seek help because they develop depression or an anxiety disorder. Others are forced into counseling by an ultimatum from a spouse or an employer. When those people get objective feedback on their own behavior, some finally develop the insight they need to make dramatic changes in their lives.
9. **IF ALL FAILS, WRITE THEM OFF.** Some individuals–and they may be family members–are so incorrigibly deceitful, manipulative or destructive that a healthy relationship with them is impossible. Even if they feign remorse and swear to behave better, they actually feel little, if any, guilt. In some cases you have to start protecting yourself–to see the sociopath (someone whose behavior is largely antisocial and amoral) as a predator rather than as your friend or colleague. While this may be the hardest thing you ever do, sometimes it is the only choice you have.

JCI PRESIDENT'S TRAVEL

AUGUST

31-03	Kenya–Official visit
03-06	South Africa–Official visit
06-08	Mauritius–Official visit
09-12	Sri Lanka–Official visit
12-15	Thailand–Official visit
15-17	Hong Kong–Official visit
17-18	Macau–Official visit
18-23	United States–New York–GALS-The JCI Conference for the United Nations' 50th Anniversary
24-01	At home

SEPTEMBER

01-04	Russia–Official visit
04-07	Denmark–Official visit
07-10	Germany–Official visit
10-13	Switzerland–Official visit
13-15	Austria–Official visit
15-17	Sweden–Official visit
17-19	England–Official visit
19-22	Scotland–Congress Site Inspection
22-25	Cataluña–Official visit
25-27	Italy–Official visit
27-30	Greece–Official visit

CONTENT OF THE JULY 15 MAILING:

- ❑ 100% Efficiency Chart
- ❑ Directory updates
- ❑ EXCEL Nomination Forms for World Congress
- ❑ NGO Action Newsletter
- ❑ Glasgow World Congress Visa letter
- ❑ ICC Award Flyer

TENTATIVE CONTENT OF THE AUGUST 15 MAILING:

- 100% Efficiency Chart
- Directory updates
- Proposed Amendments to the Constitution and Policy Manual
- Proposed 1996 Plan of Action
- Proposed 1996 Budget and explanations
- Awards Judges Nomination Form
- International Councillor Designation Form*
- Proxy Form*
- Analysis of financial results 6/95
- Second Quarterly Financial Statements
- Congress Registration Form
- Key Financial points
- 1994 Audited Financial Statements
- One-Hour Seminar–Chapter Management

(*) National Presidents only

DEADLINES AND EVENTS

JULY 28
Last date for receipt of General Resolutions for consideration at the 1995 JCI Glasgow World Congress

AUGUST 7
- Last day for receipt at JCI World Headquarters of nominations of candidates for international office in 1996
- JCI Headquarters circulates proposed Constitutional amendments with recommendations of the Executive Committee and the Constitutional Amendments Review Committee.
- JCI Headquarters circulates General Resolutions received.

AUGUST 17
JCI Headquarters circulates list of candidates for 1996 office in Junior Chamber International.

AUGUST 19–23
Global Affairs Leadership Seminar (GALS)–The JCI United Nations 50th Anniversary Conference in New York, N.Y., commemorating the 50th Anniversary of the United Nations

SEPTEMBER 1
- 1996 Membership registration and chapter address report form mailed from JCI Headquarters
- Completion of judging for 1995 TOYP

SEPTEMBER 15
Last date for receipt by JCI of Glasgow World Congress early registrations at the discounted rate of US$320.

OCTOBER 6
Last date for receipt of applications for affiliation

OCTOBER 15
Deadline for receipt at JCI World Headquarters of judges' nominations forms for the 1995 JCI World Congress Awards Program

OCTOBER 24
World Peace Day

OCTOBER 31
- 1996 Membership Registrations due from all National Organizations
- Last date for receipt of newsletters, membership increase, and reports of training schools conducted at national levels for the 100% Efficiency Program

NOVEMBER 3
Executive Committee Meeting at the JCI Glasgow World Congress