

# *The Sword & Shield: an e-Newsletter* from Warren G. Lee, Jr., 38<sup>th</sup> Grand Basileus

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*"We should continue  
to focus on  
Excellence without  
Excuse."*

## **CELEBRATING ACHIEVEMENT**

**DEAR BROTHERS OF OMEGA PSI PHI,**

### **Entering Our Present Future**

The Campaign For The Study Of Negro Literature And History, a predecessor of our Achievement Week Program, was celebrated April 24 - 30, 1921 -- the first year of its celebration. Since that time, although the Grand Conclave has institutionalized the event during the first week in November, we celebrate it during the third week in November to coincide with the founding of the Fraternity.

At the International level, we have several achievements to celebrate. Most notably, Brother Michael Jordan was inducted into the NBA Sports Hall of Fame, Brother Charles Bolden now heads the National Aeronautical and Space Administration (NASA), Brother James Clyburne continues to serve as Majority Whip in the US House of Representatives, Brother William "Bill" Cosby continues to impact educational policy in this country, and Brother Earl Graves Sr. provides one of the most viable means for networking in the country - the Black Enterprise Magazine and BE events.

These achievers are important not only to us, but also to the country and to the world at large. Then there are local heroes who have distinguished themselves by their passion for an issue (Peter Harvey, Domestic Violence or Charles Matthews for Big Brothers Big Sisters of America) or for their election or selection to important posts in the community (Statewide political offices, county offices, city leaders, school board members and leaders), to name a few.

As we honor our own and others in the community this season, let us be reminded that the positive gains that we as a people have made. provide us with a real platform to showcase our fraternity's support to the many communities in which we live.

In the last issue of this newsletter, I announced the presentation of ideas and thoughts about Omega going forward. Here is the first of several I plan to share with you.

#### **Transformational Change**

Do we embrace it or resist it? Can Omega become a transformational organization, as the Founders envisioned; or do we persist as an organization without change? There is a spark, within this organization, propelling us toward a future as a responsible and respected corporate citizen.

By transformational change, we mean a change that is not merely an extension or improvement over the past, but a state change. Achieving this state change requires altering and expanding the limiting mindset in which the organization operates.

So far, as a service organization, we have not defined or embraced our niche'. The delegates at the 75<sup>th</sup> Grand Conclave understood the need for transformational change and authorized an organizational assessment and the authority to implement it. In our next issue we will talk about what we learned from the assessment and how we will begin to implement some of its recommendations.

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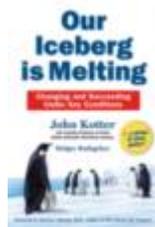
## LAMPADOS PROGRAM

Our Implementation Team is moving with speed to revamp and refresh the former Lampados Program. The new and improved program will not only inform about our great organization, it will also add value to each candidate's growth experience. Sessions on leadership, etiquette, protocol, and community service will add a new dimension to our intake program. We are also adding a new instructor's manual and resource guide. We want to ensure that Omega Psi Phi Fraternity is presented uniformly to each candidate. We expect the new materials to be available in November.

## READER'S CORNER



### Our Iceberg is Melting Book Review



A few years ago Kenneth Blanchard released a book entitled "Who Moved My Cheese". The book was a great fable about two mice. One thought his piece of cheese would last forever, and never bothered to go and explore and look for new cheese. The other mouse began exploring looking for new cheese, creating new opportunities.

Now comes a new fable, one written by John Kotter. In this book, one of the penguins observes that the iceberg that his colony is living on is melting. He must use a vast array of tools to convince the town elders, the critics, the masses and doomsayers that the iceberg is melting and that new options need to be explored. All of the characters in the book, Fred, Ann, Nono, Louis, Jordan, are all based on real life characters. Many of them you will quickly recognize from your workplace and day-to-day life.

Knowing that he will need the support of everyone in the community, he gathers together a select group of penguins each with different problem solving skills. Kotter infuses his 8 principles of problem solving in this story. Faced with certain tragedy Kotter shows how the penguins, identified the problem, created urgency, developed a team-building structure and stepped outside the box.

The book is very short, and takes only a couple hours to read, you will feel energized after reading the book and ready to make some changes in your life and the way that you communicate with others.

A quick summary of Dr. Kotter's Eight Steps for Change

1. Set the stage – create a sense of urgency
2. Pull together the guiding group – make sure there is a powerful diverse group guiding the change.
3. Decide what to do – develop the change vision and strategy, clarify how the future will be different from the past
4. Make it happen – communicate for understanding, make sure that as many as possible understand and accept the vision and strategy
5. Empower others to act – remove as many barriers as possible

Whatever you can do  
or dream you can,  
begin it.

Boldness has genius,  
power and magic in it.  
Begin it now.

Goethe

6. Create short term wins – create some visible unambiguous successes as soon as possible
7. Don't let up – press harder and faster after the first success
8. Make it stick – create a new culture – hold on to the new way of behaving

I hope that you enjoy this great book as much as I did.

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