

A primary responsibility of leadership is to communicate expectations, both with words and actions. When leaders carefully and consistently set expectations, they engineer a flourishing work environment. However, when leaders abandon their duty to communicate expectations, chaos follows. Here are six rules of thumb to follow as you set expectations in your organization.



1) Set them for yourself first

Leaders must set the bar the highest for themselves. They must go first and give the most. Leaders who demand more of their people than they do of themselves quickly lose credibility with followers. However, leaders who commit to taking the first step demonstrate their belief in the vision, and they earn the right to ask others to follow.

2) Set them early

Have you ever boarded a train without being entirely sure if it was the correct one? If so, then you probably didn't feel at ease until the conductor announced its destination. Once you knew the route, you could relax and enjoy the ride.

Uncertainty causes anxiety. People have an innate need to know where they're headed. They want goals to guide them and targets to hit. By communicating expectations early, leaders provide direction. People feel secure when they know the plan and have a good idea of what the future holds.

3) Set them clearly

Confusion breeds frustration. When a leader fails to communicate clear expectations, people must guess at what he or she wants. Oftentimes those assumptions do not line up with the leader's desires, causing followers to misspend time or squander energy.

Clearly communicated expectations spell out a leader's vision and define everyone's roles and responsibilities. Clear expectations also align activity, provide structure, and promote harmony. Serving as a reference point, clear expectations allow people to evaluate their performance and gauge whether or not they succeed.

4) Set them optimistically

People generally perform in a way that's consistent with our expectations of them. That's why it's important to believe the best about those around you. When we give others a worthwhile reputation to uphold, they will stretch to meet our expectations. However, if we view others negatively, then we're likely to treat them without respect. In turn, sensing we dislike them, people are apt to put in minimum effort and to confirm our suspicions of them.

5) Set them realistically

Inexperienced leaders have a nasty habit of offering more than they, or their teams, can give. In doing so, they damage their character, sever relationships with customers, and discourage those they lead. In making exaggerated claims to gain business, they actually lose business in the long run after failing to come through.



Under promise and over deliver. Be sensible about your commitments, and diligently follow through on them. You don't get credit for intentions, only for accomplishment. Set your people up for success by setting aggressive but attainable goals for them.

6) Exceed them consistently

Go above and beyond what others expect from you as a leader. People expect you to be fair, but be generous as well. People expect you to respect them, but show you care for them, too. People expect you to be judicious when you exercise authority, but be willing to serve also. Over time, as you exceed expectations, talented people will flock to your organization. Everyone wants to work for a leader who has his or her best interests in mind and leads with excellence on a consistent basis.

Clearly communicated expectations spell out a leader's vision and define everyone's roles and responsibilities.

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BB Asia Highlights



Host Country
BB Thailand

Date
15-20 November 2011
(Tuesday-Sunday 6D/5N)

Venue
Sida Resort, Nakhon Nayuk,
(Located at the foot of a mountain in a forest reserve about 2 hours drive from Bangkok.)
Christian Guest House, Bangkok
(Located in the heart of Bangkok city.)

Cost
SGD220 per person
(Inclusive of accommodation, meals, local transfers, entrance fees, training materials and academy T-shirt.)

Programme
Training & Workshops, Country Presentations, Community Centre Observation, Visit & Conduct Program for BB Company, Fellowship Campfire.

Registration forms have been sent to the country HQ or you can also download from www.bbasia.org.



How about contribute your finance, time, talent, expertise or in person?. Yes, we NEED you if you can help us below:

Finance – specific project e.g. put a BB member in uniform project in Thailand, East Malaysia or The Philippines.

Talent – we r looking for a team of graphic designers to enhance our newsletter, website, e-flyers & project brochures! Anyone?

Expertise – We r also looking for Facebook Moderator and Newsletter sub editor (Preferably English)

Best of all, you can help from the comfort of your laptop at home by communicating with me via facebook, google, skype or gmail chat.

For more details, please email me at francis.chiong@bbasia.org.



Trainers on demand



If you have the passion and experience in training and teaching children, youth and BB officers, we need volunteer trainers to help us!

Some of the expertise needed are:

- Officers & NCOS / LDC training
- Leadership & Productivity training
- Christian ministry
- BB traditions, BB methods e.g. BB Camp, Parade, Bugle Calls etc.

August 2011

- Manila - Advanced Officers and NCOs training 26-29 August 2011

September 2011

- Medan –LDC I & II (1-3 Sept)

October 2011

- Jakarta – Basic Officers Training Course (end Oct)

November 2011

- Surabaya – Basic Officers Training Course

January 2012

- Jakarta – Advanced Officers Training Course (mid Jan)

February 2012

- Jakarta – LDC I & II (1st or 2nd Week Feb)
- Jakarta – 2nd Junior Camp (end Feb)

April 2012

- Manila – Basic & Advanced Officers Training

Country

News

HONG KONG



**United Kingdom & Republic of
Ireland BB President visit**

The Brigade Honorable President of The Boys' Brigade, United Kingdom & Republic of Ireland, Mr. John Neil OBE, had a short stay in Hong Kong during his trip going back to the United Kingdom from New Zealand on 19th -21st April, 2011. He visited our Headquarters and Anchor House training centre office at Noah Ark Theme Park.

John also took some time off to attend one of the BB Company parade. The Boys and Girls were so excited and honoured to receive him.



He also met The Boys' Brigade Hong Kong Brigade President, Rev. Dr. LI Ping-Kwong, members of the Executive Committee and the Hong Kong Steadfast Association leaders hosted a dinner in his honour on the second night.

He was so impressed by what The Boys' Brigade had done in Hong Kong and in the countries in Asia region. He was so interested in discovering more and decided to arrange another visit to Asia. Mr. Neil has also gladly accepted invitation from the Executive Committee of BB Hong Kong to be the Honorable Guest and Inspecting Officer of the National Annual Founder's Day Parade to be held on 30th October 2011.



Reported by
Lau Ka Fai
Head of Uniformed Division, BB Hong Kong

INDONESIA

3rd Jakarta District Drill Camp

The Jakarta District BB organized their 3rd Drill Camp on 15-17 April 2011. The camp was a resounding success



judging from the overwhelming and enthusiastic responds from the Boys and Girls. More than 110 early birds quickly signed up whilst the other 80 Boys and Girls had to be turned away because there were just not enough places.



It was also

the first time that the training covered all the three levels namely Basic, Intermediate and Advanced. 16 trainees joined the Intermediate (Stick Drill Performance). Advance level which is a Drill Instructor course was introduced this year to train NCOs to become drill instructors.



Confession of a Trainee - Abigaelle Masiglat, an eighth grader, 3rd Jakarta Company.

I have been attending Drill camps for the past two years, and I can say that, this year was the best.

Marching was one of the things I loved during the camp. Like last year, we did push-ups, woke up very early, and marched under the scorching sun all day. Whenever I tell these to my friends and family, they wonder why I enjoyed it. Yes, it was tough and tiring, but it was an amazing experience.

This year was different because last year I attended the basic level and this year, I attended the intermediate level. Secondly, I achieved higher level of marching skills that enhanced my discipline. What I like the most was I made new friends.

The most important thing in this Drill Camp was that there was element of FUN in the midst of strict training and discipline. Thank you officers for making this Drill Camp memorable!



Reported by
Sand Tanamassa
Executive Director of BB Indonesia



Country News

CAMBODIA

17th Singapore Company visited 1st Phnom Penh Company



It was an experience of a lifetime for members of 17th Singapore Company when they made a 2-hour flight journey to Phnom Penh, Cambodia during their recent June school holidays. The objectives of their visit were to develop a sense of global awareness and cross-cultural skills among the BB members. The visit also deepened their commitment and compassion towards community service.

During the visit they were able to help the newly formed 100 strong members, the 1st Phnom Penh BB Company. Despite of the language barrier, members were quick to overcome it with their common identity in BB, organizing combined activities such as games and marching drill demonstration and practice.



Two Company members shared with us their experiences.

SGT Tan Jun Wen

"I have learnt an important lesson that will help me the next time when I am to teach drill. It is not about the quantity you put in, but the quality of your coaching".



SGT Tan Xing Hao

"Through this trip, I met very friendly Cambodian BB Boys and also had the chance to experience teaching a skill to a group of people who do not speak the same language as me. I hope a trip like this can happen again!"

Reported by Philisa Neo, 17th Singapore Company

MALAYSIA

Celebrating the 3Gs – God's Glory & Greatness

It was a celebration to remember for a very long time to come for all members of the Boys' Brigade in Malaysia.



God's glory was revealed when BB Malaysia (65 years) and BB Sarawak (50 years) celebrated their twin anniversary in Sibul, Sarawak on 16 April 2011.



The celebrations also coincided with the BB Malaysia National Annual General Meeting. More than 100 captains and officers from all over the country attended the meeting and



subsequently were feted with a grand dinner banquet cum concert during the night.

The next morning, on 17 April 2011, God's greatness was again celebrated when 30 BB members in their full BB uniform were baptized during the Church Sunday service at Masland Methodist Church, Sibul, Sarawak.

The newly elected BB Malaysia National Executive led by the President, Mr Michael Moorthy officially took their oath of office during the installation ceremony that was witnessed by members of the Brigade and the local church.

We thanked God for His guidance and mercy for the success of the event.

Reported by **Hu Wei Ung**
Sarawak State – Executive Secretary



across asia

2011 May July



THE BOYS' BRIGADE ASIA

Country News

PHILIPPINES



Reported by Paul Tiu Pro-tem Chairman BB Philippines

BB Philippines is the latest addition to the BB family in Asia. It was introduced in January 2010. We thanked the Lord because BB was an answered prayer. It has become an alternative uniform activity for children and youth in the Christian schools and churches in The Philippines. Four (4) companies were formed last year as a result.



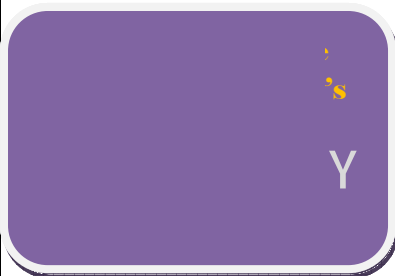
Subsequently another four (4) more companies were born since early this year of 2011. To mark the occasion, all companies had their first joint Enrolment service on 9 April 2011 in Laguna. Due to the large turn out of guests and members, the venue was moved from a church building to an outdoor field.

the four Laguna.

The event on that day saw an enrolment of 400 new recruits. Nevertheless, these were no ordinary recruits. The four (4) newly formed companies decided to make it their mission to recruit poor and homeless street Boys and Girls in the cities.



Within a span of only four months running the BB program, the Boys and Girls put up a life testimony of discipline, creativity and submission during the enrolment day. It was beyond our imagination and only God could do such transformational work. Praise God for such a great living testimony. Let us continue to pray that the Lord will bring up many more Boys and Girls into men and women of God for His Kingdom and the country of Philippines.



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CONTACT US

If you wish to receive or send Across Asia to a friend or friends, just drop us an email stating the individual's name and email address. We gladly welcome comments, news, announcements, prayer items, articles, photographs etc.

Kindly note that BB Asia reserves the right to edit or not to publish any contribution deemed unsuitable.

Disclamation:

Views expressed in this newsletter are not necessarily those of The Boys' Brigade Asia.



Prayer Points

"But thanks be to God, who always leads us in triumphal procession in Christ and through us spreads everywhere the fragrance of the knowledge of him." - 2 Corinthians 2:14

PRAY FOR

BB Asia

- Wisdom for the BB Asia Executive Committee to manage the expansion and support of the BB work in the Asia region.
- Volunteers who have the heart for mission beyond their own countries to come forward to serve as leaders at BB Asia Executive Committee or to provide professional expertise for the developmental work in countries that have just started BB ministry.
- The continuing support of generous financial contribution to keep our work going.
- Preparation for the BB Asia Academy in Thailand – to find suitable speakers, logistics and good responds from the BB countries.



Secretariat

- Work of the Secretariat in fulfilling its responsibilities.
- Staff traveling and work schedule - protection, good health and fruitful effort.

BB Brunei

- Members from rank and file to answer His calling to serve as leaders in BB Brunei.



BB Hong Kong

- Breakthrough of BB work in mainland China.
- That the BB ministry will find favour among mainland China governmental agencies.

BB Indonesia

- Registration process of BB Indonesia as an organization with the Government authority.
- National Camp (Camp Bersama) and 25th anniversary celebration on 25-28 June 2011.
- To raise more leaders to expand the work in Jakarta, Blora, Semarang, Bandung and Surabaya.

BB Macau

- Continuous growth and development in the existing companies.
- That the BB members and officers will stand firm and make the difference.
- To raise more leaders from rank and file to come forward to lead the BB.

BB Malaysia

- Newly elected Brigade Executive that they will work as a team to chart out the strategic direction of BB Malaysia.
- Increase in spiritual hunger and leadership maturity among captains and officers.

BB Singapore

- Will continue to provide leadership and manpower for the expansion work in the Asia region.
- Wisdom and strength as they face new challenges ahead.



BB Thailand

- Thank God that BB Thailand has moved into their newly purchased HQ in Bangkok.
- Pray for God's provision to pay off the remaining balance for its new headquarters building.
- Pray for more churches and schools to adopt BB as their uniform ministry for children and youth.

BB Cambodia

- Pray for the new BB Company 1st Phnom Penh that the Boys and Girls will benefit from the BB program.
- Pray for God's provision for someone to take charge of BB Learning Centre in Siem Reap in 2012. Mr Kong Chak Mun will end his full time service in December 2011. Pray for him as he seeks the Lord's direction.
- Christian leaders to dedicate their lives to raise God fearing leaders among children and youth for Cambodia.

BB Philippines

- The registration of National BB Philippines with the government.
- Sustainability and leadership of the 8 new BB companies.
- Churches and schools leaders who have attended the officers training will be able to organize and implement the BB program.

