



## Session 3: Leading Rotarians (45 minutes)

**Relevance:** Club presidents are responsible for clearly communicating with club and district leaders, recognizing club leaders and members with awards, motivating members to reach goals, and listening to all members to ensure that their needs are met.

### **Option 1: Self-led Round Tables**



Self-led round tables work best when the objective is to offer participants more time to network, share best practices, discuss topics they've chosen, and collaborate on ideas for joint projects. Tables should be round, to facilitate discussion and networking.

### **Learning Objectives**

- Identify skills needed to serve as effective club leaders.
- Anticipate potential challenges in leading fellow Rotarians, and develop strategies for handling them.

### **For the Trainer**

#### **Before the session:**

- Review the resources listed below.
- Review slides 16-20. Decide which ones you will use, make edits or additions, and think about when you will show each one.
- Make sure you have the necessary materials: flip chart and markers.

#### **During the session:**

- Review learning objectives with participants at the start.
- Refer participants to the resources below.
- Start by using the discussion questions in Activity 1, and use the last 20 to 25 minutes to conduct the case study exercise described in Activity 2.

### **Resources**

Chapter 4 of the [\*Club President's Manual\*](#): Leading Rotarians

[\*Be a Vibrant Club: Your Club Leadership Plan\*](#)

[\*Leadership Development: Your Guide to Starting a Program\*](#)

### **Activities**

Choose one of the following activities:

1. **Discussion questions (20 minutes):** Ask participants the following questions to get them thinking about their leadership role. Refer to slides 19-20.

- What are important leadership skills for your role?
  - What strategies will you use to keep club members motivated?
  - How will you select and prepare your club leadership team?
  - What committees does your club have?
  - What tasks can be delegated to committees throughout the year?
  - What concerns do you have about working with other club leaders?
  - How will you handle disagreements between club leaders?
  - How do you communicate with district leaders? How do district leaders communicate with your club?
  - What will you do to ensure continuity in leadership during your year?
2. **Case study exercise (25 minutes):** Distribute a different case study to each table. After participants discuss theirs, have them share with the larger group and discuss ways to resolve each situation. Consider using a flip chart to document ideas.
- **Case study 1: Service project opportunities** – Your community has identified a need for a new day care center. You have many younger members who are working full time and can't volunteer. Many of the older members have time but are not as physically able to do the manual labor. What do you do?
  - **Case study 2: Dominant past president** – Your past president has a dominant personality and tries to impose her will on your decisions. Although a few of your members agree with her, many do not. How do you work with your past president and meet all of your members' needs?
  - **Case study 3: Overburdened club president** – You volunteered to be president when no one else stepped up. Now that you are a quarter of the way into your year, you are feeling overwhelmed with the work involved in planning for meetings, developing goals, and motivating your club. What should you do?
  - **Case study 4: Underperforming committee chair** – Daniel is your service projects committee chair and this is his first year in office. It's halfway through the year and he isn't meeting your expectations. He doesn't communicate with committee members and hasn't made progress on any of the committee's goals. The committee members are frustrated and are saying they will step down if action isn't taken. What do you do?
  - **Case study 5: Disorganized assistant governor** – Maria has been an assistant governor for one year. The previous club president had some difficulties with her, but you are determined to overcome these challenges and have a great year. Halfway through the year, you realize that your past club president was right: Maria is not organized, and you haven't been able to reach her. She also forgot to schedule your governor's visit. What do you do?

*Note: Allow time to cover any district or regional issues pertaining to this topic.*



## Session 3: Leading Rotarians (45 minutes)

### Option 2: Idea Exchange



Idea exchanges work best with topics that participants have experience with. A training leader facilitates discussion, ensuring that all participants have a turn to speak and that no one dominates the discussion. The trainer can incorporate an activity at the end of the session so participants can apply the ideas discussed. Idea exchanges work best when seating is arranged in a U shape.

### Learning Objectives

- Identify skills needed for effective club leaders.
- Anticipate potential challenges in leading Rotarians, and develop strategies for handling them.

### For the Trainer

#### Before the session:

- Review the resources listed below.
- Review the activity options below and choose the one that will work best.
- Review slides 21-24. Decide which ones you will use, make edits or additions, and think about when you will show each one.
- Make sure you have the necessary materials: flip chart and markers.

#### During the session:

- Review learning objectives with participants at the start.
- Refer participants to the resources below.
- Use the discussion questions below to facilitate idea sharing among participants.
- Finish with one of the activities below to help participants apply the information learned.

### Resources

Chapter 4 of the [\*Club President's Manual\*](#): Leading Rotarians

[\*Be a Vibrant Club: Your Club Leadership Plan\*](#)

[\*Leadership Development: Your Guide to Starting a Program\*](#)

### Discussion Questions

- Think about a successful Rotarian leader you have worked with. What made him or her successful?
- How does a leadership position in a volunteer organization differ from one in a corporation?
- How will you select and prepare your club leadership team?

- What committees does your club have? Will you change the structure of your club's committees?
- What tasks can be delegated to committees throughout the year?
- What concerns do you have about working with other club leaders?
- How will you handle disagreements between club leaders?
- How do you communicate with district leaders? How do district leaders communicate with your club?

## Activities

Choose one of the following activities:

1. **Group activity:** Have participants list their challenges with leading volunteers. Summarize these concerns on a flip chart, then divide participants into groups and assign each group one of the challenges listed. The group's task is to come up with a creative way to overcome the challenge.
2. **Pair and share activity:** Have participants pair off, and have each pair think of a problematic scenario, such as finding a replacement for a resigning club treasurer, getting buy-in on an innovative idea that changes a club tradition, or changing the club's committee structure (see slide 24 for examples). Ask each pair to discuss the situation they've identified and ways to resolve it, and then report their solution to the larger group.

*Note: Allow time to cover any district or regional issues pertaining to this topic.*