

The background is a light blue gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance. The main title is centered in a large, bold, black sans-serif font.

DEVELOPING FUTURE LEADERS: EXCITED AND PREPARED TO LEAD YOUR CLUB

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ROTARY CLUB OF HAMILTON AM

DEVELOPING FUTURE LEADERS

- **C**REATE OPPORTUNITIES FOR MORE PEOPLE TO EXERCISE LEADERSHIP
- **L**EARN WHERE THERE ARE GAPS
- **E**NCOURAGE PAST PRESIDENTS TO STAY ENGAGED AND MENTOR OTHERS
- **A**CTIVELY IDENTIFY AND DEVELOP “HIGH POTENTIALS”
- **R**EWARD THOSE FOR TAKING ON ACTS OF LEADERSHIP

1. CREATE MORE OPPORTUNITIES FOR MORE PEOPLE TO EXERCISE LEADERSHIP

- MAKE IT MANDATORY THAT COMMITTEES HAVE AT LEAST THREE PEOPLE – OTHERWISE YOU RUN THE RISK OF ...
- CHANGE UP SOME OF THE MEMBERSHIP EACH YEAR ON THE COMMITTEE
- ENABLES YOU TO BE TRAINING OTHERS TO DO THE VARIOUS ROLES AND PREVENTS COMMITTEE STALLING IF ONE HAS TO STEP AWAY FOR A PERIOD OF TIME



Teams rather than groups offer more opportunities for involvement

A group is a number of individuals who share similar skills or interests



A team is two or more people who need to work interdependently to achieve a common goal



Be Sure to Discourage Super Workers

- Get the tasks done by doing it themselves
- Don't lead a committee as much as they DO
- Are often the reason why new leaders don't emerge





WHAT ABOUT YOUR CLUB?

- WHAT IS ONE THING YOU DO WELL AND ONE THING YOU COULD DO DIFFERENTLY WHEN IT COMES TO CREATING MORE OPPORTUNITIES FOR LEADERSHIP?

#2. **L**EARN WHERE THE GAPS ARE

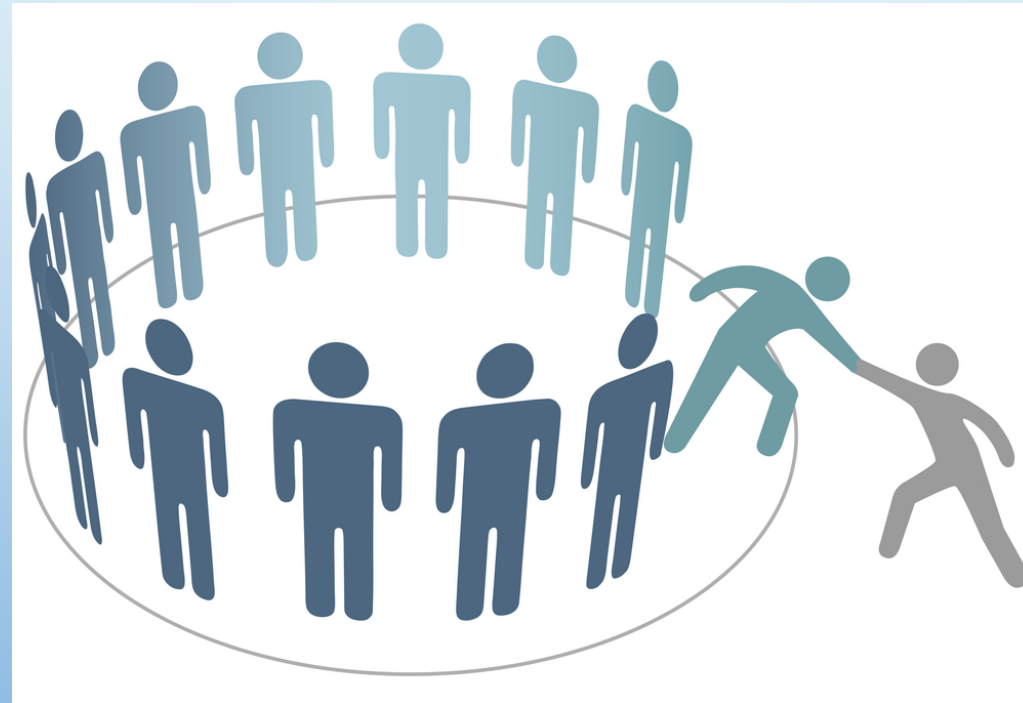
- ENSURE BOARD HAS A CHART THAT CAPTURES EACH COMMITTEE AND ITS MEMBERSHIP
- ENSURE EACH COMMITTEE AS WELL AS EACH BOARD MEMBER HAS SUCCESSOR IDENTIFIED
- HAVE THEM FLAG WHERE WE DO NOT YET HAVE SUCCESSOR IDENTIFIED
- THIS INCLUDES PRESIDENT - IDEALLY NEXT 2-3 PRESIDENTS SHOULD BE IDENTIFIED NOW



#3. ENCOURAGE PAST PRESIDENTS TO STAY ENGAGED?

- PAST PRESIDENTS ASSIGNED AS MENTORS TO FUTURE PRESIDENTS
- PAST PRESIDENTS ASKED TO HELP MENTOR COMMITTEES TO DEVELOP AND IDENTIFY SUCCESSORS
- SHOW YOU VALUE THEM FROM DAY #1 AS PAST PRESIDENT
- HAVE PAST PRESIDENTS FORM SOME SPECIAL COMMITTEES
 - ADVISORY
 - STRATEGIC PLANNING
 - END OF YEAR AWARDS EVENT

WHAT DO YOU DO TO KEEP PAST PRESIDENTS ENGAGED?



#4. ACTIVELY IDENTIFY AND DEVELOP HIGH POTENTIALS

- CREATE A LIST OF HIGH POTENTIALS
- ASSIGN OPPORTUNITIES THAT ARE BIT SIZED
- START ENCOURAGING THOSE INTERESTED IN LEADERSHIP TO:
 - ATTEND ROTARY LEADERSHIP INSTITUTE
 - CLUB LEADERSHIP TRAINING
 - AREA MEETINGS
 - A DISTRICT COUNCIL MEETING
 - ROTARY INTERNATIONAL WEBSITE

Delegate with Development not DUMP or BLIND TRUST

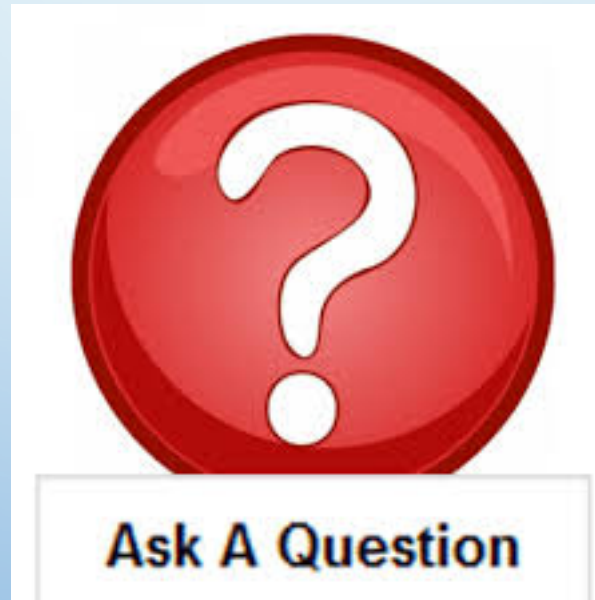


#5. REWARD THOSE FOR TAKING ON ACTS OF LEADERSHIP

- NEW MEMBER'S AWARD (SELECTED FROM THE NAMES OF ALL NEW MEMBERS IN LAST 3 YEARS)
- PAUL HARRIS AWARDS
- SPECIAL – YOU ARE AMAZING AWARDS OR NOTES OR RECOGNITION



FINAL QUESTIONS OR COMMENTS



WHAT ACTIONS COULD YOUR CLUB BE TAKING TO DEVELOP FUTURE LEADERS?

