

The background is a light blue gradient with several realistic water droplets of various sizes scattered across the surface. The droplets have highlights and shadows, giving them a three-dimensional appearance.

SUCCESSION PLANNING

ENSURING THE CLUB LEADERSHIP NEEDS ARE MET

SESSION OBJECTIVES

- HOW CAN YOU BUILD STRENGTH IN YOUR ROTARY COMMITTEES
- DEVELOPING SET OF LEADERS FOR THE FUTURE
- ENCOURAGING PAST PRESIDENTS TO STAY ENGAGED AND MENTOR OTHERS
- VALUING LEADERSHIP AND ACTION

BUILD STRENGTH IN YOUR ROTARY COMMITTEES

- MAKE IT MANDATORY THAT COMMITTEES HAVE AT LEAST THREE PEOPLE – OTHERWISE YOU RUN THE RISK OF ...
- 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



Make Your Committees Teams Not Groups

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



HAVE YOUR COMMITTEE TEAMS...

- RE-DRAFT WHO IS ON THEIR TEAM EACH NEW ROTARY YEAR
- CELEBRATE WHAT TEAM ACHIEVED RELATIVE TO ITS GOALS AT END OF YEAR



DEVELOP SET OF LEADERS FOR THE FUTURE

- CREATE A LINE OF PRESIDENT ELECTS (IDEALLY THREE YEARS)
- HELP SPELL OUT THE EXPECTATIONS AND STEPS SO IT IS EASY TO UNDERSTAND WHAT ONE NEEDS TO LEARN AND DO
- START ENCOURAGING THOSE INTERESTED IN LEADERSHIP TO:
 - ATTEND ROTARY LEADERSHIP INSTITUTE
 - CLUB LEADERSHIP TRAINING
 - AREA MEETINGS
 - A DISTRICT COUNCIL MEETING
 - ROTARY INTERNATIONAL WEBSITE

Delegating

Why delegating is difficult to do?

- I don't trust the employees that report to me
- It takes too long to delegate than to do it myself
- I enjoy doing it myself
- I'm afraid they might do it better than I can



Delegating

Steps to Effective Delegation

1 Identify the task to be delegated

2 Make sure you are clear about the desired outcome of the task

3 Identify the right employee. You may want to select a veteran who is highly skilled or an employee who is less skilled but willing to learn the task



What to do
before you
approach the
individual

Delegating Steps to Effective Delegation

- 4 Explain the assignment and the desired outcome
- 5 Explain the benefits
- 6 Specify your standards
- 7 Identify the deadlines
- 8 Establish a reporting method



What to do when
you actually give
the task to an
individual

Delegating Steps to Effective Delegation

9

Evaluate the results

10

Recognize the
achievement

What to do upon
completion of the
task

ENCOURAGING PAST PRESIDENTS TO STAY ENGAGED

- SHOW YOU VALUE THEM FROM DAY #1 AS PAST PRESIDENT
- ASK PAST PRESIDENTS TO MENTOR INCLUDING YOUR FUTURE LEADERS
- HAVE PAST PRESIDENTS FORM SOME SPECIAL COMMITTEES
 - ADVISORY
 - STRATEGIC PLANNING
 - END OF YEAR AWARDS EVENT

VALUING LEADERSHIP AND ACTION

- 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

**WHAT OTHER ACTIONS ARE YOU TAKING TO
DEVELOP SUCCESSORS?**

