Our Regionalisation Pilot

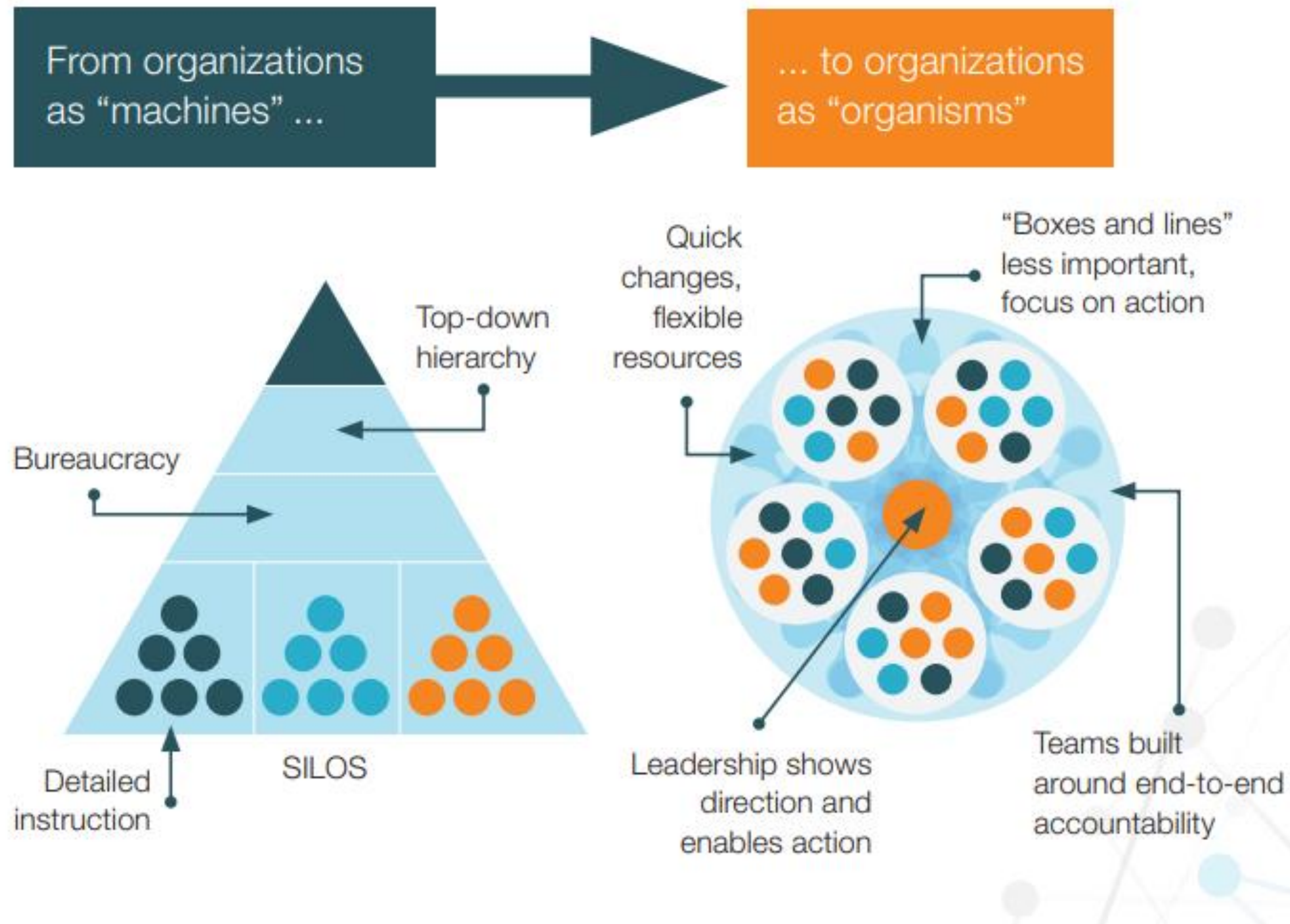Rotary Zone 8 | Regionalisation Pilot

Jyoti, Rotarian since 2016.

Agile Organisation

Exhibit 1

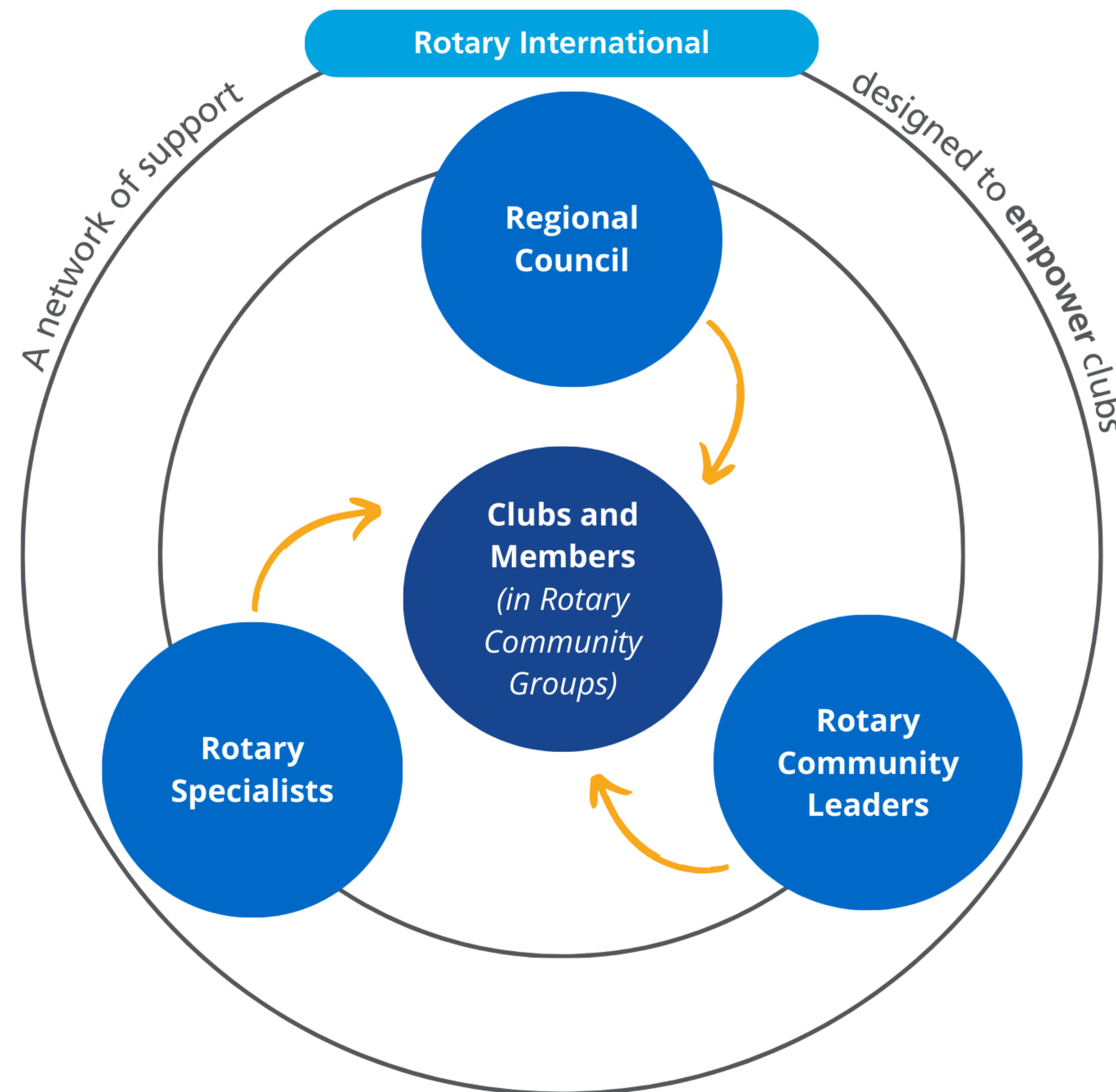**The agile organization is dawning as the new dominant organizational paradigm.**

Rather than organization as machine, the agile organization is a living organism.

From organizations as "machines" ... → ... to organizations as "organisms"

Top-down hierarchy

Bureaucracy

SILOS

Detailed instruction

Quick changes, flexible resources

"Boxes and lines" less important, focus on action

Leadership shows direction and enables action

Teams built around end-to-end accountability

Pilot operating model - To transform Rotary and Rotaract

From this:

Governing
Supervising
Top Down
Appointed Leaders
Competitive
Rigid Structure
Hierarchical
Cumbersome

A network of support

designed to **empower** clubs

Rotary International

Regional Council

Clubs and Members
(in Rotary Community Groups)

Rotary Specialists

Rotary Community Leaders

To this:

Collaborative
Community
Transparency
Supportive
Leading
Inspiring
Opportunities
Diversity
Efficient
Flexible

Club support network

Zone 8 Rotary and Rotaract clubs
*Grouped into **Rotary Community Groups** (RCGs)*

Portfolio Committees

Rotary Specialists

Each RCG supported by a Rotary Community Leader (RCL)

District Teams
(The Rotary Foundation and Responsibilities not transferred to The Pilot)

Rotary International Sydney Office

Committees
E.g. Multi-National Advisory Committee, Zone Insurance and Protection Committee

Portfolio Leads

Rotaract Nominee

RCL Nominee

Regional Council

District Governors

Rotary International

The Rotary Foundation

Key New Roles

Rotary Community Leader

Facilitator, connector, coach.

Facilitates Rotary Community Group to 'upscale' Rotary and develop their clubs to thrive and grow.

Rotary Specialist

Subject matter expert

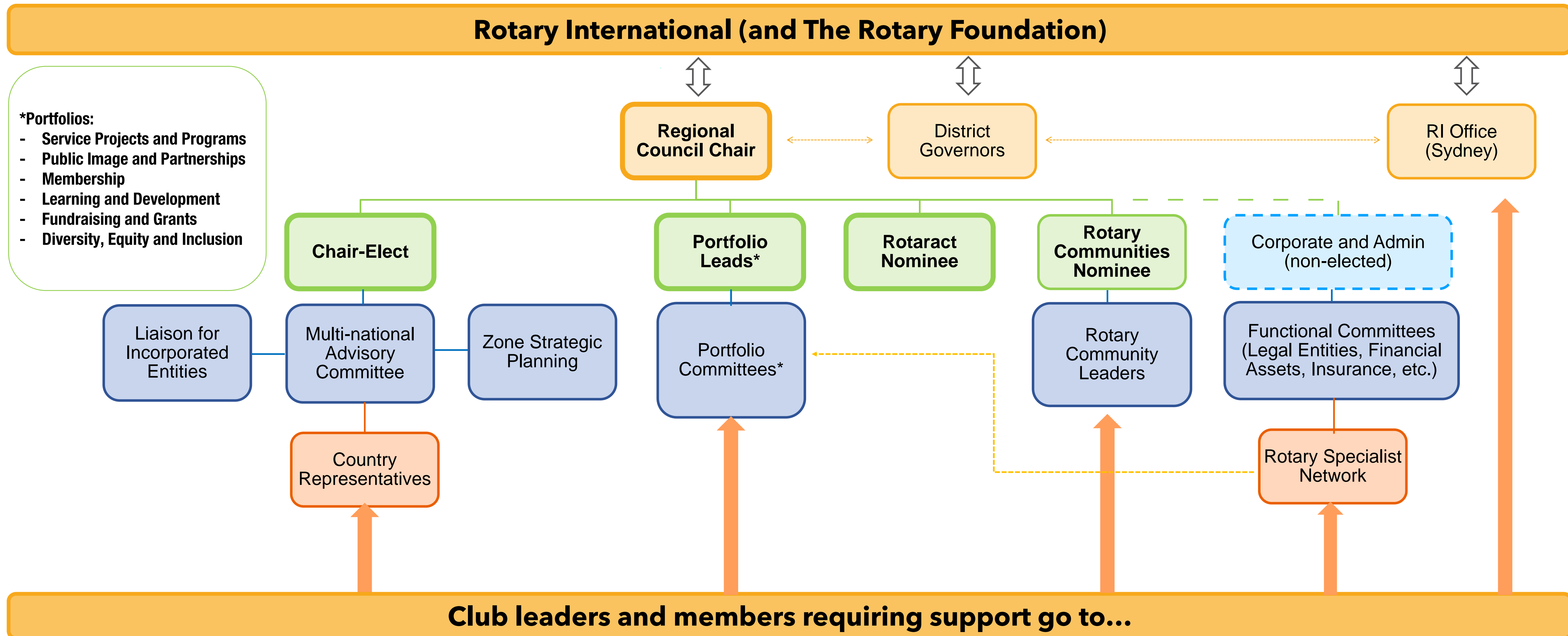Works directly with clubs across the Zone to provide guidance in their specific area of expertise.

Portfolio Committees

Big picture

Develop **Zone-wide** strategies, working with local teams in many cases. Do not generally assist day-to-day club operations.

Regional Council – Rotary International Zone 8 Regional Council Ltd (ACN 673 493 635)

Rotary International (and The Rotary Foundation)

*Portfolios:
- **Service Projects and Programs**
- **Public Image and Partnerships**
- **Membership**
- **Learning and Development**
- **Fundraising and Grants**
- **Diversity, Equity and Inclusion**

Regional Council Chair

District Governors

RI Office (Sydney)

Chair-Elect

Portfolio Leads*

Rotaract Nominee

Rotary Communities Nominee

Corporate and Admin (non-elected)

Liaison for Incorporated Entities

Multi-national Advisory Committee

Zone Strategic Planning

Portfolio Committees*

Rotary Community Leaders

Functional Committees (Legal Entities, Financial Assets, Insurance, etc.)

Country Representatives

Rotary Specialist Network

Club leaders and members requiring support go to…

Regional Council – Rotary International Zone 8 Regional Council Ltd (ACN 673 493 635)

Chair: Dallas Booth

RC of Turramurra, NSW, Australia (D9685)

Chair-Elect: Tony Heyward

RC of Tawa, New Zealand (D9940)

Regional Council – Rotary International Zone 8 Regional Council Ltd (ACN 673 493 635)

Portfolio Lead: Learning and Development: PDG Euan Miller

RC of Norwood, SA, Australia (D9510)

Rotaract Nominee: Eeshwar Rajagopalan

Rotaract Club of Subiaco/RC of Elizabeth Quay, WA, Australia (D9423)

Portfolio Lead: Major Fundraising and Grants: Dr Peter Rogers AM

RC of Melbourne, VIC, Australia (D9800)

Regional Council – Rotary International Zone 8 Regional Council Ltd (ACN 673 493 635)

Portfolio Lead: Membership: PDG Andy Rajapakse

RC of Burleigh Heads, QLD, Australia (D9640)

Portfolio Lead: Public Image and Partnerships: Neil McWhannell

RC of Wahroonga, NSW, Australia (D9685)

Portfolio Lead: Diversity, Equity and Inclusion: Edith Chaney

Rotary Club of Manukau City Sunrise (D9920)

Regional Council – Rotary International Zone 8 Regional Council Ltd (ACN 673 493 635)

Portfolio Lead: Service Projects and Programs: Madhumita Bishnu

E-Club of Melbourne, VIC, Australia (D9800)

Rotary Communities Leader Nominee

Corporate and Administration Lead: Alan Eyes

RC of Pukekohe, New Zealand (D9920)

Rotary Community Group 1

Adelaide
Adelaide Central
Adelaide Light
Adelaide Parks
Prospect
Regency Park
Kent Town
Port Adelaide
Mawson Lakes
West Torrens
Walkerville
Lightsview
Adelaide City Rotaract
Adelaide University Rotaract

Thebarton Senior College Rotaract

Rotary Community Group 2

Alice Springs
Alice Springs-Mbantua
Clare
Maitland
Northern Yorke Peninsula
Peterborough
Port Augusta
Port Lincoln
Port Pirie
Roxby District
Stuart-Alice Springs
Whyalla
Whyalla Norrie

Rotary Community Group 3

Blackwood
Burnside
Campbelltown
Eastwood
Edwardstown
Hyde Park
Magill Sunrise
Mitcham South Australia
Morialta
Norwood
St Peters
Unley
Coromandel Valley

Rotary Community Group 4

Largs Bay
Charles Sturt Grange
Elizabeth
Henley Beach
Kidman Park
Modbury Golden Grove
Playford
Salisbury (SA)
Tea Tree Gully
West Lakes
Salisbury City Rotaract

Rotary Community Group 5

Glenelg
Holdfast Bay
Somerton Park
Goolwa
Flagstaff Hill
McLaren Vale
Morphett Vale
Seaford
Encounter Bay
Victor Harbor
Yankalilla

Rotary Community Group 6

Berri
Broken Hill
Irymple
Loxton
Mildura - Merbein
Mildura Deakin
Red Cliffs
Renmark
Robinvale, Vic - Euston, NSW
Waikerie
Wentworth

Rotary Community Group 7

Strathalbyn

Onkaparinga

Stirling

Barossa District

Barossa Valley

Tailem Bend

Gawler

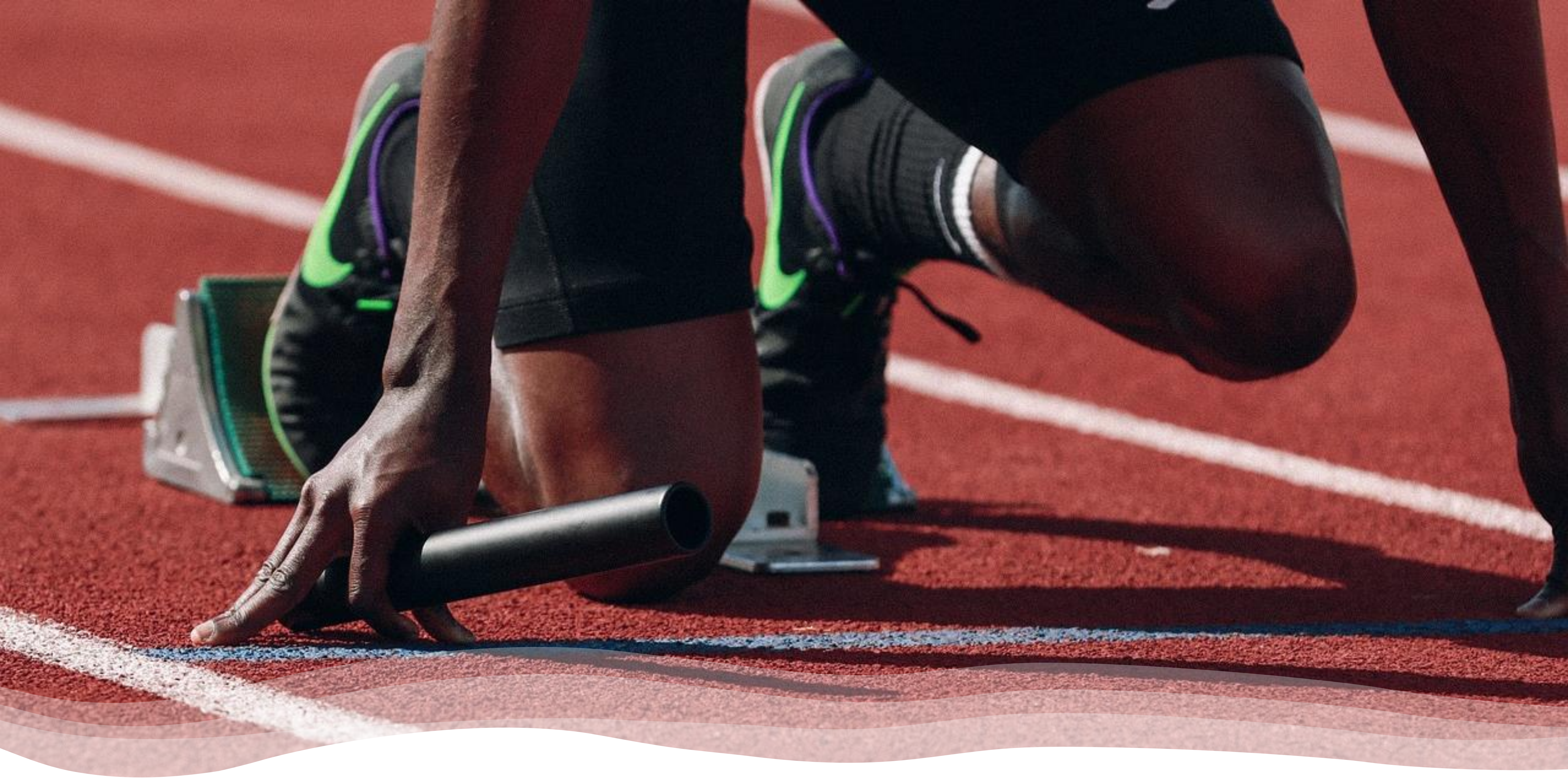Gawler Light

Blakiston Nairne

Mount Barker (South Australia)

Mobilong

Murray Bridge

District 9510 Online Club

Rotary Community Group with other Online Clubs

Core proposition

<u>Only</u> clubs and members can make a difference to the outcomes that Rotary cares about

Theory of Change

- The approach to RCG and club development is based in Asset Based Community Development *"build on what's strong, not what's wrong"*

Cormack Russell

How will RCGs work?

- The RCG and its clubs will pull strategies, tools, resources and support towards them <u>if and when they see something for themselves</u>

- The model doesn't push strategies, tools, resources and support to clubs – we know that doesn't work

- It doesn't try and make clubs change or even persuade them

- The model believes in clubs and members

How will RCGs work?

The RCG and the clubs in the group will have a lot of support

What is the role of the Rotary Community Leader (RCL)?

- Facilitator and partner in growth
- Connector for support they need
- Coach

What is the role of the Rotary Community Leader (RCL)?

- They will facilitate the leadership group of the RCG

- Club leaders will be their closest relationships – **building their capacity to lead and build relationships in their own clubs**

- Other, purpose-driven, engagements may be arranged – eg with members of a sub-group of clubs working on a development issue etc

- RCLs won't schedule quarterly club visits

What is the role of the Rotary Community Leader (RCL)?

- RCLs won't report to, or be directed by, District Governors – although this is a key relationship (RCLs and G-Trains will agree protocols for their relationship)

- RCLs won't assess clubs, determine what they need or should do, or chase them up on compliance matters

- Clubs will determine their own growth needs through the RCG process

- Other support needs met as required

- Nothing in this process undermines the autonomy of clubs

Yes, but how?

- The RCG's first meeting with their RCL will be ideally face-to-face (July-Aug 2024)

- The RCL L&D program will prepare them for this meeting

- The first RCG meeting will be a half day/day workshop
  - **structured agenda and templates**
  - **strategies, tools and resources**
  - **have fun and get to know each other**

Growth Plan methodology, tools and resources

- Each workshop will follow the same simple process…

- …but will produce a unique Growth Plan

Six-step process to develop a RCG Growth Plan:

1. Getting started	2. Discovery	3. Agreeing the focus
4. Action planning	5. Setting success measures	6. Finalising the Growth Plan