

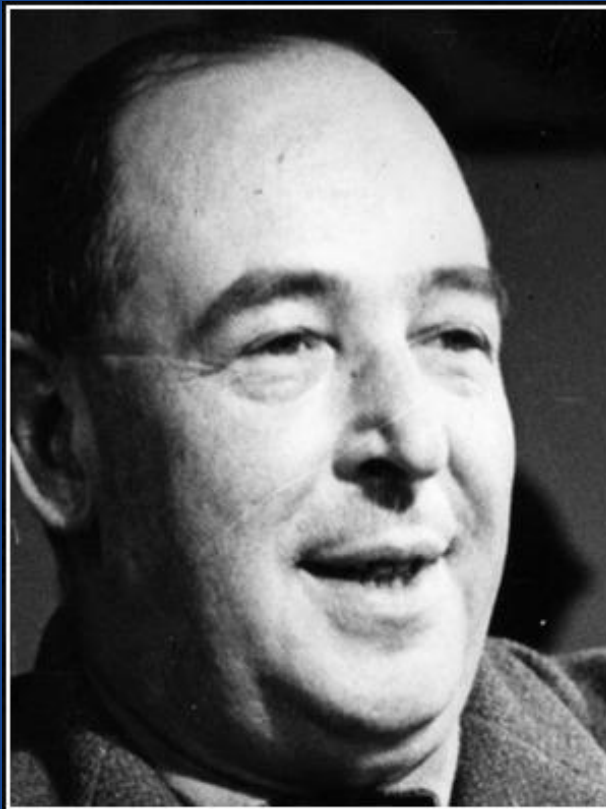


# Building Your Team

Far West PETS 2018



# Is Building a Good Team Important?



A clever arrangement of bad eggs  
will never make a good omelet.

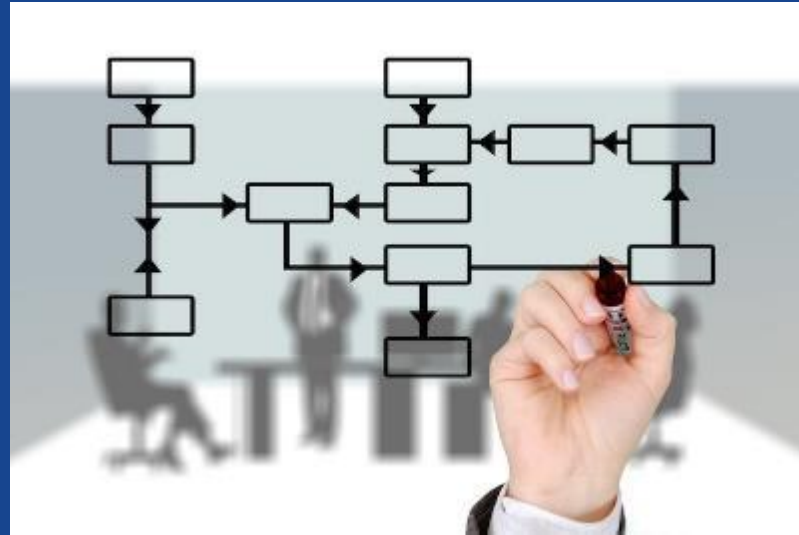
— *C. S. Lewis* —

AZ QUOTES

# Session Objectives

- Identify Your Clubs' Organizational Structure
- Assess Your Resources
- Identify Key Issues in the Selection of Members
- Identify Training and Support Needs

# Organizational Structure



At the club and board level,  
what can be improved?

# Resources for Your Team

- Human
- Financial
- AG / District
- Time



# Areas to Upgrade

- Technology
- Club events
- Communication
- Education and training
- Rotary Brand experience
- Recognize club achievements
- Member involvement



# Have a Plan ...

- Relevant, Current and Future Oriented
- Key Players
- Communication method
- Calendar
- Positive, praise, excitement and fun!

# Design Time



**Current ↔ Future**

**Calendar**

**Communication Methods**

**Positive Environment**

Rotary





# What Does It Take to Build an Effective Team?



# Club Teams / Leadership

Where are the strengths?

Where are the weaknesses?



# Teams / Leadership and Change

When to make assignments?

How/why do you carry over some team members?

How do you approach people for your team?

# Choosing / Changing Team



# Leadership / Team Roles



- Job description ?
- Personal expectations ?
- Check with your other leaders ?
- Best friend or best qualified ?
- What's best for the club's need ?

> PLAY <

*KEEP or TRADE*

Rotary



# Keep or Trade ?



- Ronald
- Past club president in 1994
- Retired
- At all club and district events
- Became a Major Donor
- Wants to be Club Foundation Chair
- **KEEP or TRADE**

# Keep or Trade ?



- Elizabeth
- Works in insurance
- Membership Chair
- Bringing lots of new members into the club
- Demanding personality
- Behind paying club dues
- **KEEP or TRADE**



# Keep or Trade ?



- Paula
- Member for 2 years
- CFO of Health Care Co.
- Travels a lot
- Only attended 3 meetings
- Wants to be club International chair
- **KEEP or TRADE**

# Keep or Trade ?



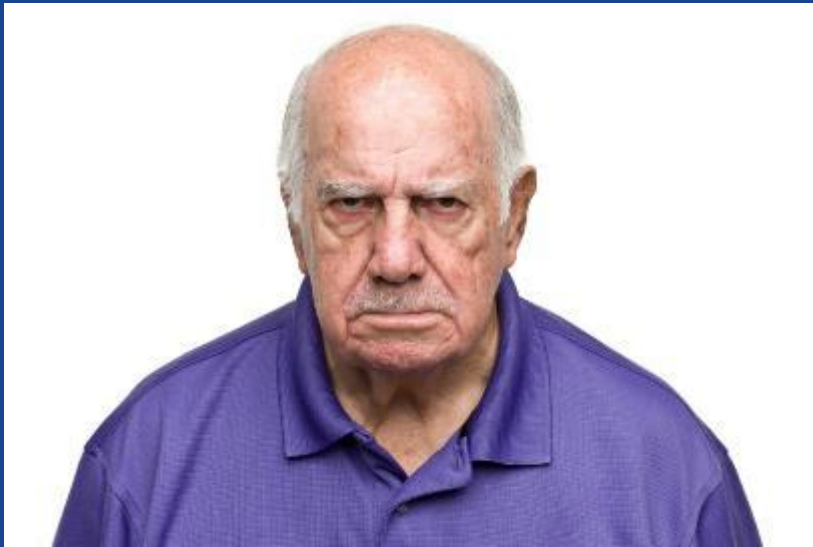
- Jim
  - Small contractor
  - New member
  - Not very organized
  - Single with young kids
  - Wants to chair your biggest fundraiser
- 
- **KEEP or TRADE**

# Keep or Trade ?



- Shaunte
- Former Rotaractor
- Newer member
- Not always punctual
- Only text messages
- Wants to be your membership chair
- **KEEP or TRADE**

# Keep or Trade ?



- Dan
- Retired
- Past District Governor
- Your friend and mentor
- Declining health
- Long time club treasurer
  
- **KEEP or TRADE**

# Keep or Trade – Bias ?



# Developing Members

- District Assemblies
- Club Trainer
- Shadowing
- Co- or Vice-Positions
- Club Leadership Retreat



# Supporting Your Team

- Thank You's
- Recognitions
- Celebrations
- Mementos

**WHO IS THE  
MOST AWESOME  
PERSON TODAY?**



# Implications to your plan

**Current ↔ Future**

**Calendar**

**Communication Methods**

**Positive Environment**





# Your AHA Moment(s)



# Thank You

**PLEASE  
COMPLETE YOUR  
EVALUATION**

