

GROWING AND SUSTAINING MEN'S CLUB LEADERSHIP

GROW AND SUSTAIN YOUR MEN'S CLUB LEADERSHIP

▪ Situation

- Many people stay in the same office for years
- Good leaders recruited by Synagogue
- Club leadership is considered closed to new people
- Programming becomes stale, lacking new ideas and new people
- Membership suffers

▪ Solution

- Develop a culture of Leadership Growth
- Put in place a set of management techniques to
 - ❖ Open up leadership positions
 - ❖ Enhance leadership growth and continuity

APPROACH

- Culture of Leadership Growth
- Growth Ladder to Higher office
- Multi-year Terms
- Position That Leads to the Presidency
- Emeritus Status for Former Officers
- Triad Management
- Training and Mentoring

DEVELOP A CULTURE OF LEADERSHIP GROWTH

- **Concept**

- Grow leaders right from the beginning
- Make known there is a growth path
- Train and mentor them to make the successful
- Recognize success and capture lessons learned
- Reward members for good work thru greater positions

- **Benefits**

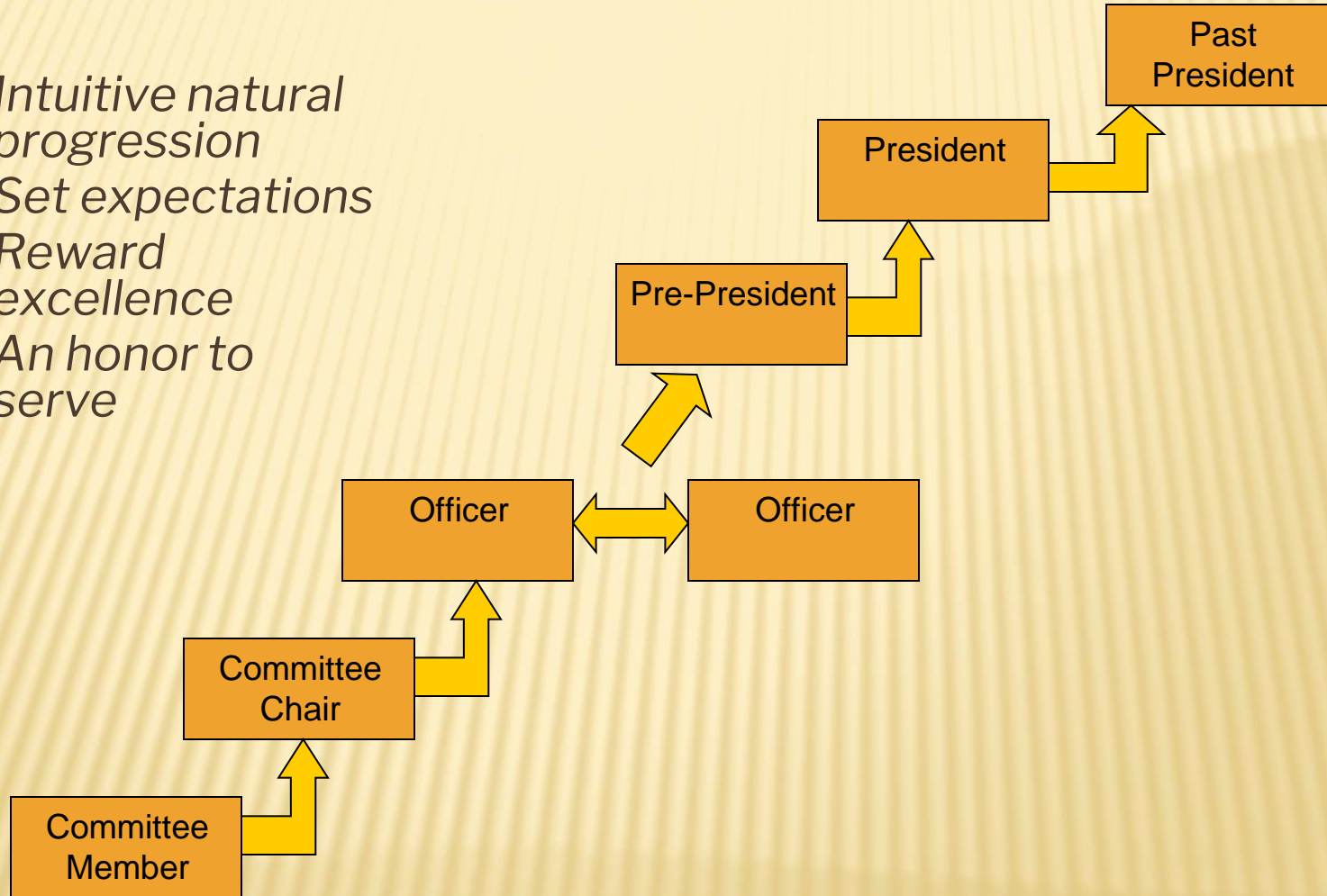
- Lets members know they can grow in responsibility
- Encourages members to take on different positions
- Develops continuity

- **Caution**

- Don't make it a forty year growth path
- Don't move a person out arbitrarily

GROWTH LADDER

- *Intuitive natural progression*
- *Set expectations*
- *Reward excellence*
- *An honor to serve*



MULTIPLE YEAR TERMS

- Presidential Terms
 - Many Presidential terms are one year
 - Many Presidents stay in office for two years
 - Some stay for longer
 - Two year Presidential term
 - ❖ Candidate can plan his ideas and life for a two year horizon
 - ❖ Others can plan their future as Club Leaders
- Other positions – one or two years
 - Allows rotation
 - People can move up in a reasonable time
 - Flexibility to keep a good person in position if warranted

PRE-PRESIDENT POSITION

- Officer on the Board
 - May lead to Presidency; Not guaranteed
 - Training and preparation prior to Presidency
 - Off loads current president
- Approaches
 - Executive Vice President
 - ❖ Specific Responsibilities
 - ❖ Learning and preparing for the Presidency
 - ❖ Takes over if President has to step down
 - President Elect
 - ❖ Responsibilities Assigned by President
 - ❖ One year during last year of President's two year term
 - ❖ Can also be a Vice President with Portfolio
 - ❖ Option to have him take over if President steps down

EMERITUS STATUS FOR FORMER OFFICERS

- Concept
 - Officers are Emeritus for first year after their term
 - Must teach their successors during transition period
 - Be available to consult and support their successor
 - Part of Triad Concept
- Benefit
 - Provides continuity
 - Supports new Officers
 - Keeps former Officers involved

TRIAD MANAGEMENT

- Concept

- Three person Leadership for projects/areas of responsibility
 - ❖ Current Leader - Elected Officer or Chairman – Has full responsibility
 - ❖ Former Leader – Emeritus Officer or Former Chair – Consults/Supports
 - ❖ Future Leader – Deputy VP or Co-Chair – Shares and is next in line

- Benefit

- Continuity
- Grows leaders
- Expands involvement opportunities

TRAINING AND MENTORING

- Annual Planning process aligns the Board
 - Current and coming year Board members
 - Consensus development of the Annual Plan
- Training provides the skills to run the club
 - Operations - Roles and Responsibilities, how we operate
 - Leadership - How to get others to do what is needed
 - Motivation - Team Building
- Mentoring provides the individual support
 - Senior leaders and officers mentor their direct reports
 - Pass on experience and lessons learned
 - Sounding board for questions and challenges

IMPLEMENTATION

- **Policy Formality Up to You**
 - Constitution – Position, Terms
 - Written or Verbal
 - ❖ Emeritus Officers
 - ❖ Growth Ladder
 - ❖ Triad Management
- **When Selecting Leaders**
 - Look for enthusiastic members
 - Consider experience in Club and other organizations
 - Determine their growth wishes
 - Consider Synagogue needs
- **Training**
 - Annual New Board training – Roles & Responsibilities, How we operate
 - Motivational – Why we're here and where we're going

SUMMARY

- Creating a ***Culture of Leadership Growth*** will enhance your Club's ability to successfully sustain itself
- Techniques can easily be incorporated in your operations:
 - Growth Ladder
 - Multi-year Terms
 - Pre-Presidency
 - Emeritus Status for former Officers
 - Triad Management
 - Training and mentoring