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