Do you want to be a Club President for Life?

- What are the consequences of having a club president for life?
  - Burn out a volunteer
  - Club gets stale
  - Club could close when the president steps down
  - President doesn’t get to grow personally and take on new challenges
  - New leaders aren’t developed.
  - The president isn’t available to move up to the region or international organizations
What things would make it easier for you to step up to a leadership position?

► What if you had a 1 VP and 2nd VP who will take over the next two two-year terms and who will share significant responsibilities with you?

► What if you had 3 past presidents helping run your major programs? Immediate Past President chairs a nominating committee to find you new volunteers.

► Leadership Database
  ► Listing each person’s special skills, interests, availability, discussion log
  ► Instructions Manual for all major programs
## Leadership Database

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<th>C</th>
<th>D</th>
<th>G</th>
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<tr>
<td>2</td>
<td>Shmeckle</td>
<td>Chain</td>
<td>Leader</td>
<td>4/1/17</td>
<td>10/1/17</td>
<td>Kitchen Helper</td>
<td>Leader Kitchen</td>
<td>4/1/17 Busy with work project. Call next fall</td>
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6 year plan Leadership Plan

► With long-term planning people may be able to structure their lives to make a commitment
► A “No” is not forever
► Roles may flip over time, but knowing you are on the list changes your perspective.
Growth Ladder

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

* from Allan Kahan

Repeat for Regional and International Positions
Growth Ladder

- Intuitive natural progression
- Set expectations
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Repeat for Regional and International Positions

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Growth Ladder

- Intuitive natural progression
- Set expectations
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* from Allan Kahan
How do you build a leadership pipeline?

► Where does it all begin?
► With personal conversations. Find out what they are passionate about. Find out their availability?
► Build relationships.
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

* from Allan Kahan
When should the nominating committee be formed?

- At the beginning of the officer term (June/July).
  - The nominating can start getting to know the members in the leadership database; meeting them for coffee over the summer and fall months.
  - They can also add members to the leadership database.
  - Then when they call people in December and January, they will know who to ask what and these won’t be cold calls.
- Start the formal nominating process before your synagogue does.