Succession Planning

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Importance of Succession

- Leadership burnout
- Stagnant programming
- Overreliance on small number of leaders
- Appeal to new and younger members
- Freeing existing leaders to go to the next level
- Abandoning “this is how we’ve always done it”
- Future club/regional growth
It All Starts with Membership

- Greet potential members enthusiastically
- Find out what they are seeking
- Learn about their interests
- Explain how membership may benefit them
- Introduce them to others
- Find a small role for them to help
- Develop programs to fit new member needs
Committees: the Foundation of Future Leaders

- Use event planning as a forerunner to committee involvement
- Engagement in committees develops leadership skills
- Start small and offer positions which match interests and abilities
- Be as positive and encouraging as possible to increase interest and confidence
- Active members become future leaders
Qualities of a Leader

- Seeks to serve
- Strives to inspire
- Gives but doesn’t seek kavod (credit)
- Listens more than speaks
- Thinks before acting
- Acts rather than reacts
- Conveys a vision
- Teaches by example
- Communicates clearly
- Brings people together
- Earns the respect of others
“SAY LITTLE AND DO MUCH, AND RECEIVE ALL MEN WITH A PLEASANT COUNTENANCE.”

SHAMMAI, PIRKEI AVOT, 1:15

“A good leader is a person who takes a little more than his share of the blame and a little less than his share of the credit.”
— John C. Maxwell

“TRUE LEADERS DON’T CREATE FOLLOWERS. THEY CREATE MORE LEADERS.”
— Tom Peters
Developing a Map for the Future

- Assess your current club/region strengths and weaknesses
  - Programming
  - Membership
  - Leadership
- Explore your leadership needs for the next several years
- Evaluate and adjust current succession plan
- Tapping present leaders vs developing new leaders
- Help create a tangible big vision of where you want to go
- What will be needed to get you where you want to be?
The Nominating Committee

- Nominations may be handled by the committee, officers, and past presidents
- Identify individuals who meet the competencies of a given role
- Present the slate of officers at a board meeting
- Check your by-laws to determine nominating committee guidance
- Utilize past leaders as much as possible to scout talent
- Asking someone to fill a role may yield immediate results or may plant a seed for future involvement
- On the regional level, club visitation is a critical part of getting nominees
- Tapping into recent club leadership is most productive
Encouraging Growth

- Allow time for development
- Nourish interests
- Give room to spread
- Be the light
- Help develop roots
- Learn what makes them unique
- Encourage reaching new heights
- Offer protection
- Stand by but don’t crowd
- Share the joy
The Growth Ladder

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

Repeat for Regional and International FJMC Positions

from Allan Kahan
Long Term Planning

- Create commitment expectation
- 4-8+ years of engagement
Critical Steps

• 2\textsuperscript{nd} or Admin VP commits to becoming EVP
• EVP commits to being president
• Make sure president has plenty of support
• President/nominating chair help select new leaders
• Keep immediate past president involved
• Start the process 6 months in advance
• Rely on personal contact, not simply email invitations
• Strategize who should make the ask
• Fill your slate completely
Triad Approach

• Utilizes three-person leadership:
  • Current leader – takes responsibility
  • Past leader – offers historical view and mentoring
  • Future leader – helps and prepares to take over

• Builds continuity
• Provides support and mentoring
• If you want a red-hot group, be white hot
• Develops leadership skills
• Enhances successful programming
Meetings

“If you want to strengthen your club and create leaders, get your members to retreats and the fjmc convention.”

Paul Davidson
• Succession planning means success in developing leaders
  • Focus on attracting new members
  • Offer small roles to start
  • Committees are foundational to leadership
  • Personal touch of the nominating committee
  • Growth ladder with multi-year terms
  • Increasing responsibility prior to presidency
  • Keep former leaders involved, provide mentoring
  • Use the Triad Approach
  • Encourage participation in ongoing training