

Recycling Past Leaders

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What is your plan for the past leaders in your district? Do you simply wave good-bye to them as they leave office and never invite them to be involved in district success?

Most past leaders are sitting on the bench waiting for the Coach (current district governor) to ask them to be involved in reaching the district critical success goals.

If you open the District Leader Handbook* to the page that lists the Responsibilities for Immediate Past Governor, you will find the following list.

- ♦ Serve as Chair on one or more district committees such as the Marketing Committee
- ♦ Provide guidance in training programs or other areas of district operations
- ♦ Be a member of the executive committee and district council
- ♦ Uphold the bylaws and policies of Toastmasters International and the district administrative bylaws, following them to the best of his/her ability

*<http://www.toastmasters.org/IPDGJob.aspx>

What about the other past district governors, division governors, and area governors? They are standing by in the reserves waiting to be called up for active duty. This group of people has already gone through training, knows the clubs and is familiar with the challenges. They are a valuable resource for the current team.

Be sure to think of ways to draw from that valuable reservoir of "intelligence" that will move your district towards retaining members, rebuilding clubs, and encouraging new club officers to become interested in taking on leadership roles.

Planning for your district's leadership succession begins with retaining the knowledge base of your past leaders. Recycle that knowledge and draw from the best practices of the past instead of trying to re-invent each process every year.

ARM yourself on your Road to Success.

- Ask for help
- Review past successes
- Make a connection

ASK:

"It is a wise man who knows that he does not know." ~Socrates~

It is OK not to know everything there is to know. It is foolish to think that you do know everything about everything. Ask for help from past leaders and they will help you fill in the gaps and move you towards your objectives along the road to achieving the goals in your District Success Plan .

REVIEW:

If you keep doing the same thing the same way year after year, how can you expect to get different results?

Review the trends of the past several years. What patterns do you see repeated year after year? What can you do differently to ensure a different result? Study performance of members, clubs, district leaders, and past leaders to determine what areas are strong and what areas need attention. Once you identify areas of improvement, then you are ready to mobilize the leaders with the skills to do the things that make a difference.

MAKE a Connection:

Every district is charged with submitting a District Success Plan at the beginning of the year. When you are formulating your plan, think about all the past leaders in your district. Make a connection with these people; ask them to join you along the Road to Success!

Once you have mobilized the resources, it is up to you to follow up and adjust the plan as needed. Every district has its own unique strengths and challenges.

Recycling past leaders will give you extra resources to assist in reaching district success plan goals.



intelligence

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All Roads Lead to Success!*

NOTE: This document is available for download at: www.pamelamccown.com/resources
You are invited to share this resource with your team members.

