

Interactive Succession Planning Workshop

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4/30/17

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

	A	B	D	G	H	I	J	M
1	Last Name	First Name	Potential (Leader/Worker/None)	Date of Last Contact	Call back date (Now, 20NN, Future, None, Done)	Current Role	Potentially available now to work on something	Discussion Log
2	Shmeckle	Chaim	Leader	4/1/17	10/1/17	Kitchen Helper	Leader Kitchen	4/1/17 Busy with work project. Call next fall.

	A	B	Q	S	T	U	V	W
1	Last Name	First Name	Club Leadership Activities	Interests	Skills	Job	Added By	Date Added
2	Shmeckle	Chaim						

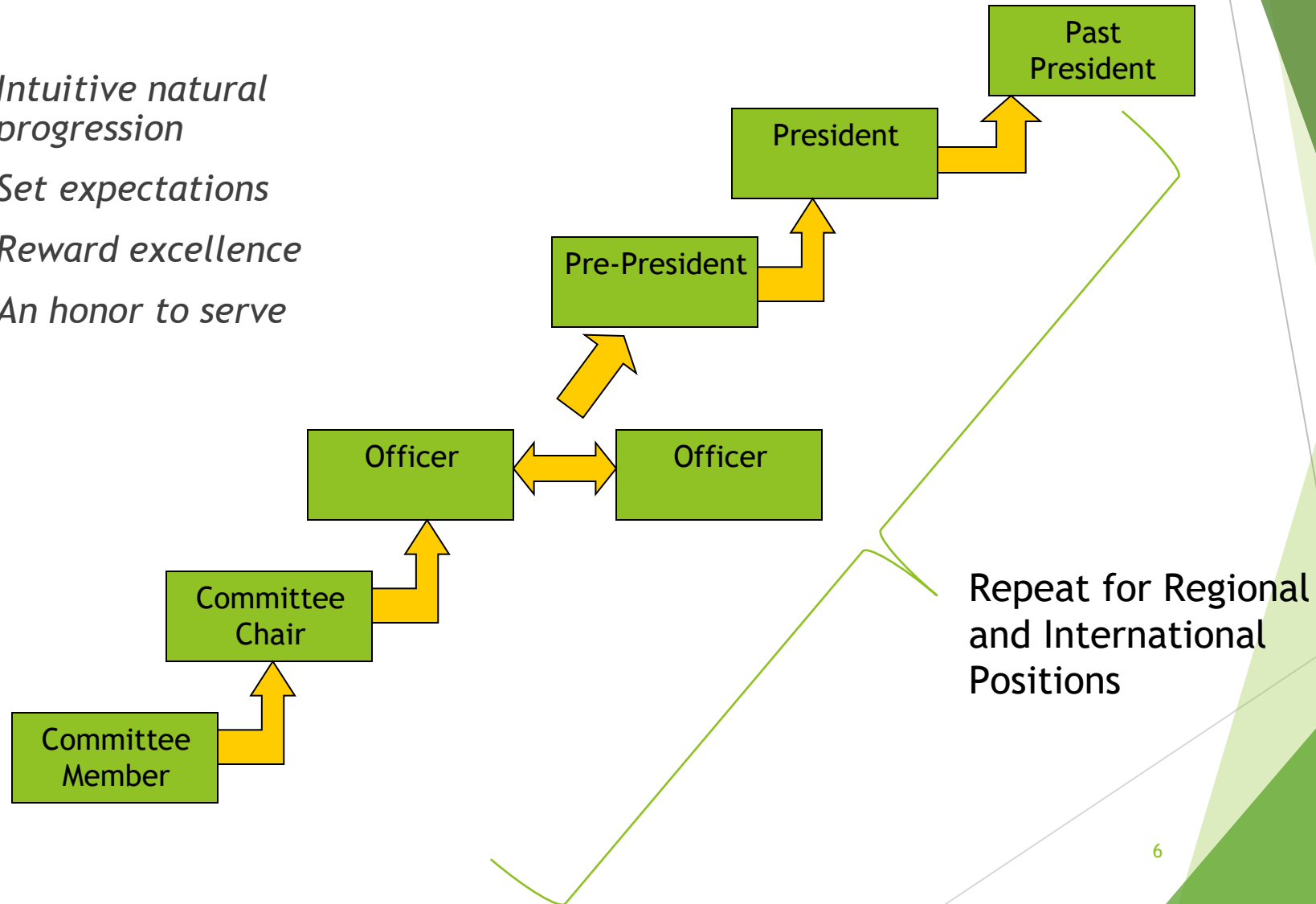
6 year plan Leadership Plan

	A	B	C	D	E	F	G
1		2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
2	President						
3	1st VP						
4	2nd VP						
5	VP						
6	VP						
7	Secretary						
8	Treasurer						

- ▶ 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.

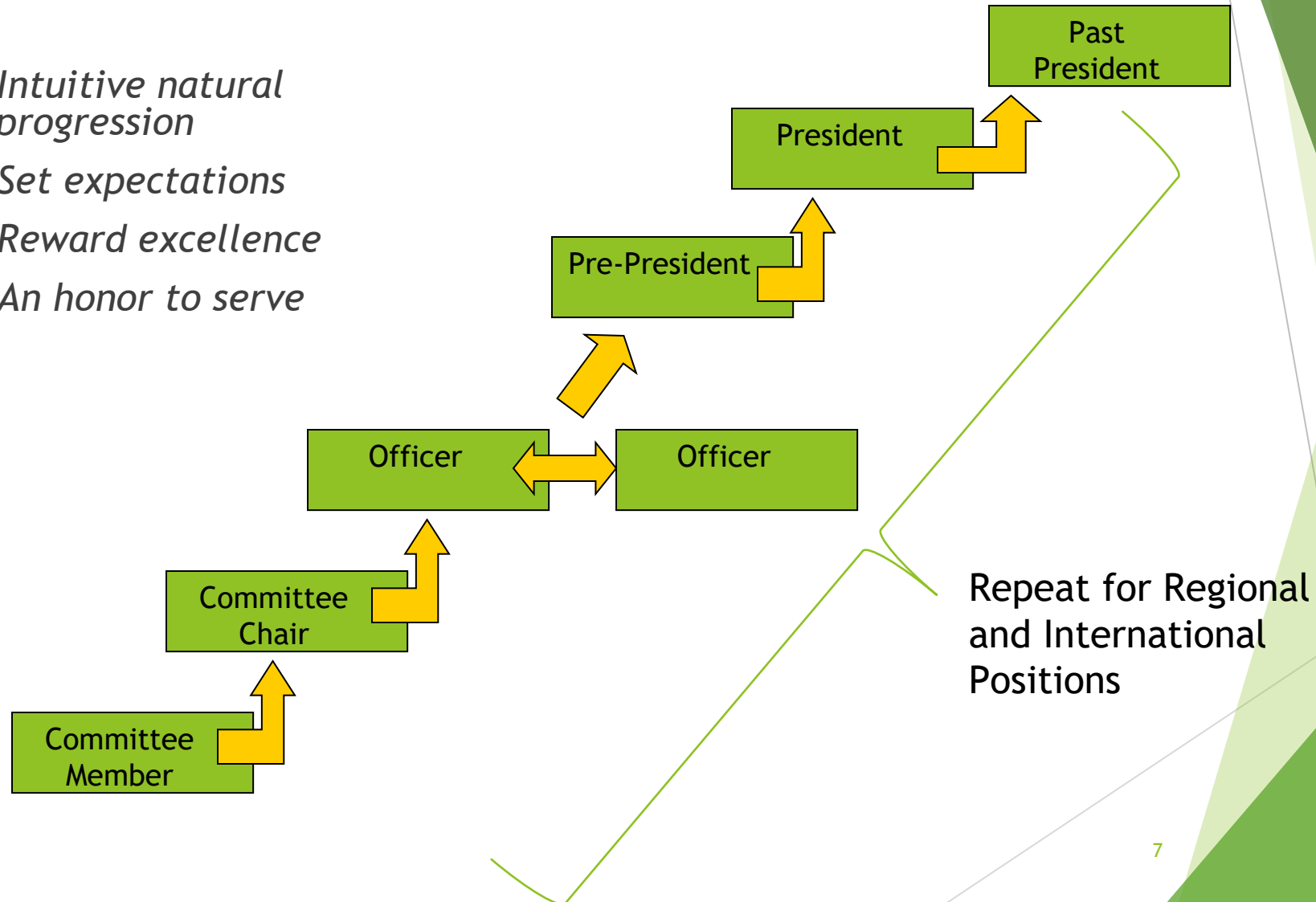
Growth Ladder

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



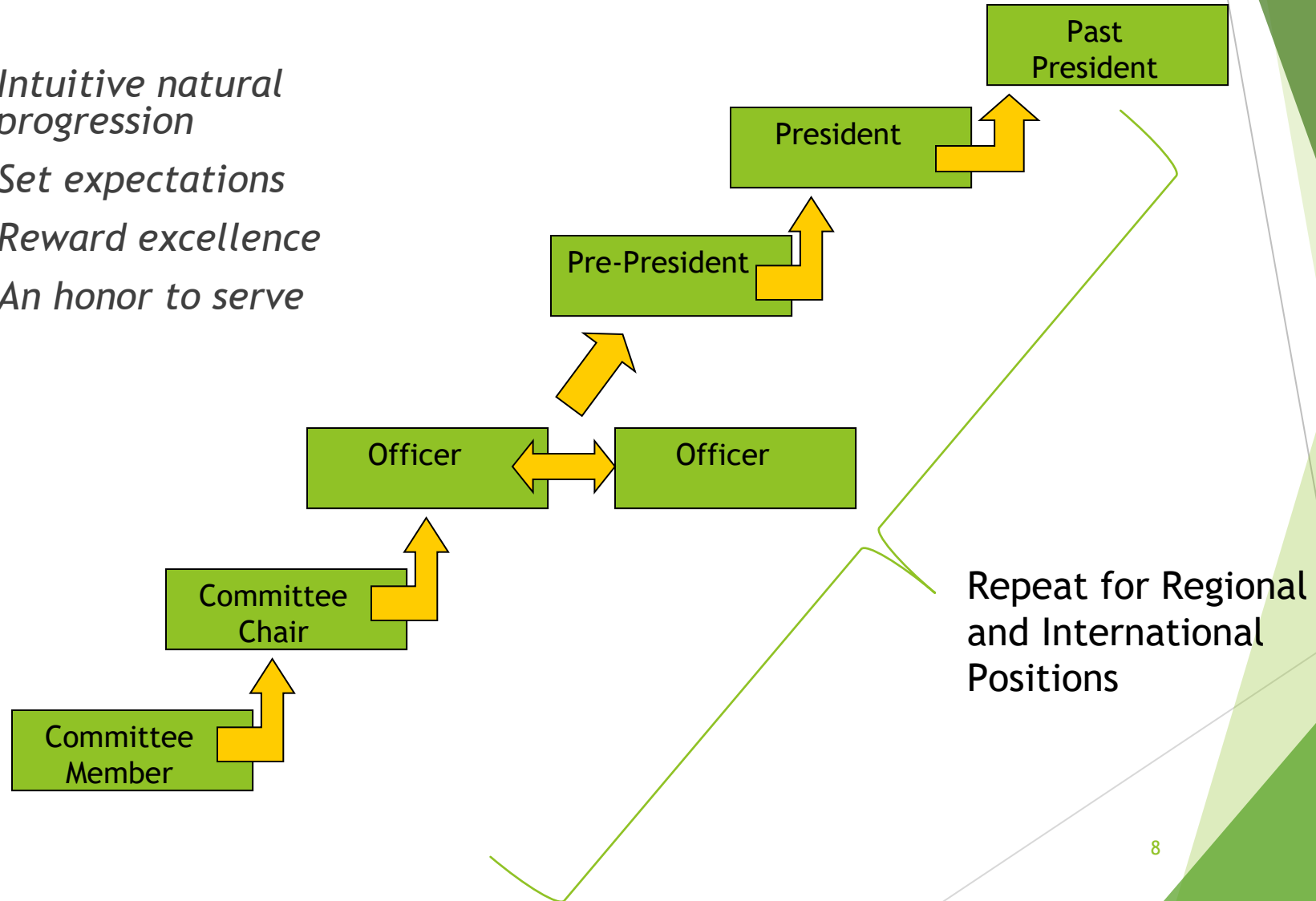
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How do you build a leadership pipeline?

- ▶ 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.
 - ▶ The 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.