

# LEADERSHIP DEVELOPMENT SUBCOMMITTEE

Don Stover, Chair c (605) 593-2403 [191gabby@gmail.com](mailto:191gabby@gmail.com) Rapid City Noon  
Sally Damm c (605) -651-3648 [sallydamm@swif.tel.net](mailto:sallydamm@swif.tel.net) Brookings  
Star Munch c (605) 321-4888 [starken@sio.midco.net](mailto:starken@sio.midco.net) SF Morning & Sioux Valley  
Cheryl Bergstrom c (651) 354-7715 [ckbergstrom@hotmail.com](mailto:ckbergstrom@hotmail.com) West St.Paul  
Mike Kliewer c (605) 381-6171 [copter1507@aol.com](mailto:copter1507@aol.com) Lead-Deadwood & RC Noon  
Resource: Malcom Chapman c (605) 390-1367 [malcom@malcomchapman.com](mailto:malcom@malcomchapman.com)

## **GOALS:**

1. Create a leadership development program which will enable clubs to attain Honor Club status.
2. Teach club leaders to develop goals and define plans of action and how to follow through with that plan for meetings and activities.
3. Redesign leadership development and educational workshops to teach prospective district and club leaders.

## **Suggested Agenda Items:**

- LG & Club officers training curriculum & presentation methods
- How to increase attendance at training sessions
- Take training to club clusters at various locations
- Conduct training sessions via electronic media
- Impact on DMM convention and meeting agendas

## **Subcommittee's Initial recommendations:**

1) To develop and prepare leaders for our organization, which is critical to the future of both OI and the DMM District. We have been fortunate to have had a few leaders who have stepped up to take on a leadership role, from the club level to the district and beyond. We need to encourage our members to be committed to our mission and purpose. This is more and bigger than a training issue. People can be trained to carry out individual roles and responsibilities but, we need to provide members with personal growth opportunities and instill a sense of dedication (especially the younger ones if we are fortunate enough to have them) which will encourage or give them the desire to want to take on the leadership responsibilities. This is perhaps our biggest challenge.

2) Part two is to provide training in a way that is flexible, thorough and meaningful. We must make our training attractive and flexible enough to allow members to engage at their own pace as their time permits. All of our training should be available to ANYONE in our district who cares to be involved. This can be a part of how we develop potential leaders. This exposure to our structure and operating procedures can often encourage someone to take on a role that had not been previously desired.

3) Our sub-committee is in agreement that the materials needed to prepare and support our new and some not so new leaders, is in abundance on the OI Website and are more than adequate. The Leadership tab on Optimist Leaders.org, will open a world of

information organized by every position we have. The question remains how to get that information into our potential future leaders minds to make it useful.

4) We kicked around ideas for delivery and feel that perhaps YouTube or other social media means would be best. How to do that is now the question. Do we create sessions (short, 45 minutes or less) with a good spokes persons doing the delivery? Can we have live sessions via Skype or some other online A/V method? Perhaps a short 'homework' session with follow-up discussion via conference call, Skype or video conferencing?

5) Whatever delivery method we choose, we agree that "selling" this leadership information with "what's in it for me" as a supporting back-drop, can help motivate our members to step forward. Offering them the opportunity for this training while sharing the real value it has in their lives outside the Optimist world, can and should encourage their desire to help lead our clubs and the district.

The Committee has met by conference call twice. There have been several opinions shared as to who, what and how leadership development can and should affect the DMM District.

Our initial discussion priority surrounds the lack of interested or willing people to step forward. In other words there are people in our clubs who should be able to step up to a leadership role but elect not to. How do we go about encouraging these folks to be willing to accept leadership responsibilities? Here are some ideas we kicked around:

1 Share with our members the basic skills and responsibilities of club offices. It is felt that many of our members have little if any understanding of what a president, secretary or treasurer actually does. By presenting in a straightforward and simple way, the actual tasks performed in these jobs, some if not all of the fear could be removed. This information is readily available on Optimist Leaders but, needs to be reduced to an easy and understandable form, while sharing the simple (KISS) basics of the jobs.

2 There was a lot of discussion surrounding training and methods of presenting it. In the case of sharing the basics "simply", the best method may be the personal approach by the current officers at club meetings. A brief 15 minute presentation from a prepared resource delivered by the president, secretary or treasurer outlining the basic responsibilities of the job could be an effective way to remove some of the fear and concern the members may have. Many of our newer members, some of whom we would like to take on responsibility, have no idea of how the club works or what the officers are expected to do.

3 Asking members to take on the responsibility of a committee chair, was also suggested as a means of exposing people to leadership roles. Too often, the president or some other seasoned club member takes the leadership role and denies younger members the opportunity to be exposed to leadership responsibilities.

4 The above have one thing in common; that is to get our members to attend, show commitment, and to be involved in club activities. This is why we join and as dedicated members and sponsors, we have a responsibility to encourage attendance and participation. If our club gatherings are fun, meaningful and worthwhile, we are more likely to have good attendance.

5 Training, once we have leadership candidates, is a whole new topic and one which requires much discussion at a later time. There were many comments and suggestions offered which will be considered as we progress through the topic of recruiting and developing leaders. To date we have merely scratched the surface.