

Succession Planning

October 21, 2021



Hello, and welcome to the Succession Planning Webinar. Thank you for joining us today.

We have provided you with a handout during today's webinar and it is located in your toolbar at the bottom under "Handouts." The recording of this webinar will be located on the Virtual Event Center of the LCI Webpage as well.

At the conclusion of the webinar, we will have time for Question and Answers. You may also type your questions in the questions section on the right-hand side.



Justin Faber,
International Director



Ed Farrington,
Past International Director

Please welcome International Director Justin Faber of Michigan, USA and Past International Director Ed Farrington of New Hampshire, USA

Director Faber, the floor is yours.

Webinar Objectives



- The importance of having new leadership
 - It starts at the club level
 - Zone and Region Chairperson
 - PDG Resolution
- Building Your Pool – District Leadership Report
- Training: Succession Planning
- Leo and Leo-Lion Cabinet or Council Liaison

Our objective today is to provide helpful information and discuss some key areas of Succession Planning.



The function of leadership is to produce more leaders, not more followers

- Ralph Nader

Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.

- Jack Welch

Some quotes to think about as we discuss succession and developing leaders.

Is Your District Stagnant?



New Leadership is an association priority!

- It starts at the club level -- Encourage clubs to limit repeating club presidents
- Zone Chairperson position is a Leadership Steppingstone
- New Leadership at the District Level

Club President Repeat – New Leadership is an Association Priority



It starts at the club level. Encourage clubs to limit the repeat of club presidents.



1. Limiting Club Presidents to repeating _____

Club Health Assessment for District 2 X3 through June 2020

| | | Charter Date | Status | Membership | | | | | | | | | | Reports | | Finance | | LCIF | | |
|---|-----------|--------------|-----------|---|-----------------------------|----------------|---|--------------|---|-----------------------|------------------------|-------------|---|-----------------|--------|--------------------------|-----------------|------------|--|--|
| Club Number | Club Name | | | Current Member Count | YTD Added | YTD Net Growth | Net Growth | Net Growth % | Member Count 12 Months Ago | Avg Length of Service | Months Since Last CTR | Yrs. in CTR | President Rotation | Report | Report | Months Since Last Report | Account Balance | | | |
| | | | | | | | | | | | | | | | | | | | | |
| | | | | Number of times on status quo within last two years | If below 15 members appears | | If not loss is greater than 25% appears | | If no report in 3 months one appears in app | | Number of repeat terms | | Notes the if no report officers than 12 months do not have appears in app | | | | | | | |
| 1118 KENNAWAD | | 06/19/1973 | Active | 12 | 0 | 2 | -14.29% | 14 | 4 | 0 | | | 2 | P.T.A.U.P. MC30 | | 24+ | | \$28.00 | | |
| 1120 KILLEN EVENING | | 11/11/1964 | Active | 29 | 4 | 4 | 0.00% | 29 | 8 | 0 | | | | P.T.A.U.P. MC30 | | 1 | | \$8,718.50 | | |
| Excl Award (06/30/2016, 06/30/2018, 06/30/2020) | | | | | | | | | | | | | | | | | | | | |
| 121062 KIRSH LADDER | | 02/11/2014 | Active(1) | 10 | 1 | 0 | 11.11% | 9 | | 2 | | | | P.T.A.U.P. MC30 | | 7 | | | | |
| 1119 KILLEN MOON | | 05/24/1950 | Active | 57 | 6 | 11 | -8.09% | 62 | 7 | 0 | | | None | P.T.A.U.P. MC30 | | 6 | | \$2,942.00 | | |
| 49797 KODSE | | 07/05/1995 | Active | 18 | 4 | 0 | 28.57% | 14 | | 8 | | | | P.T.A.U.P. MC30 | | 7 | | \$29.00 | | |
| 77837 LAMPASAG | | 11/28/2003 | Active | 10 | 1 | 0 | 11.11% | 9 | 0 | | | | 2 | P.T.A.U.P. MC30 | | 4 | | | | |
| 1122 LOMETA | | 03/16/1945 | Active | 23 | 7 | 2 | 27.78% | 18 | 1 | 1 | | | | P.T.A.U.P. MC30 | | 6 | | \$36.00 | | |
| 1126 MARLIN | | 05/10/1935 | Active | 25 | 2 | 7 | -16.67% | 30 | 6 | 0 | | | | P.T.A.U.P. MC30 | | 19 | 90-Days | \$260.00 | | |
| 132978 MARI | | 11/13/2017 | Active(1) | 21 | 1 | 2 | -4.55% | 22 | 2 | 0 | | | 3 | P.T.A.U.P. MC30 | | 4 | | | | |
| 1125 MC OREGON | | 05/22/1952 | Active | 34 | 2 | 5 | -8.11% | 37 | 5 | 4 | | | | P.T.A.U.P. MC30 | | 4 | 90-Days | \$2,074.00 | | |
| 1129 MERIDIAN | | 06/04/1956 | Active | 11 | 1 | 2 | -11.33% | 12 | 3 | 1 | | | | P.T.A.U.P. MC30 | | 24+ | | \$24.00 | | |
| 1130 MEXIA | | 11/05/1921 | Active | 23 | 1 | 1 | 0.00% | 23 | 5 | 1 | | | | P.T.A.U.P. MC30 | | 24+ | | \$447.00 | | |
| 134337 Nodenville Lions Clubs | | 04/30/2018 | Active | 19 | 0 | 0 | 0.00% | 19 | | 4 | | | | P.T.A.U.P. MC30 | | 15 | | | | |
| 1132 OGLEBY | | 11/10/1949 | Active | 27 | 7 | 6 | 3.85% | 26 | 8 | 1 | | | | P.T.A.U.P. MC30 | | 22 | | | | |
| 1133 PALLETING | | 07/06/1923 | Active | 29 | 2 | 2 | 0.00% | 29 | 6 | 0 | | | | P.T.A.U.P. MC30 | | 6 | | \$89.00 | | |
| 1134 PALLETING EVENING | | 12/04/1960 | Active | 7 | 0 | 2 | -22.22% | 9 | 11 | 0 | | | | P.T.A.U.P. MC30 | | 24+ | | \$18.00 | | |
| 134105 Phay Woods | | 03/19/2018 | Active | 30 | 11 | 16 | -11.36% | 44 | 3 | 0 | | | | P.T.A.U.P. MC30 | | 6 | | | | |
| 1135 RIEDEL | | 03/11/1947 | Active | 20 | 2 | 4 | -9.09% | 22 | 2 | 0 | | | | P.T.A.U.P. MC30 | | 6 | | \$5.00 | | |
| 1136 ROBINSON | | 06/16/1964 | Active | 5 | 0 | 0 | 0.00% | 5 | 0 | | | | 14 | P.T.A.U.P. MC30 | | N/R | | \$10.00 | | |
| 122293 Robinson Area | | 05/27/2014 | Active | 13 | 1 | 3 | -13.33% | 15 | 4 | 0 | | | 4 | P.T.A.U.P. MC30 | | 1 | 90-Days | \$130.00 | | |
| Excl Award (06/30/2016) | | | | | | | | | | | | | | | | | | | | |
| 123172 Rosebud-Lee Area | | 09/22/2014 | Active | 12 | 1 | 1 | 0.00% | 12 | 4 | 0 | | | 4 | P.T.A.U.P. MC30 | | 2 | | | | |
| 30547 SALADO | | 04/11/1975 | Active | 63 | 6 | 4 | 3.28% | 61 | 6 | 1 | | | | P.T.A.U.P. MC30 | | 9 | | \$122.00 | | |
| 53343 TEMPLE BREAKFAST | | 06/23/1992 | Active | 23 | 2 | 1 | 4.55% | 22 | 8 | 1 | | | 2 | P.T.A.U.P. MC30 | | 1 | | \$144.00 | | |

One of the most valuable tools to assist the district governor team is the club health assessment report. It is generated monthly and emailed to the district governor.

As you can see the yellow section it shows the clubs which have a repeating club president. Meet with these clubs and see how you can help them develop new leaders.

Zone and Region Chairperson Repeat



International District Constitution & By-Laws: Article II, Section 7

- Be an active member in good standing in his/her respective region or zone; and
- Have served or will have served at the time of taking office as region or zone chairperson as president of a Lions club for a full term or major portion thereof, and a member of the board of directors of a Lions club for no less than two (2) additional years.
- Have not previously served a full term or a major portion thereof as district governor
- Zone Chairperson and Region Chairperson may serve no more than three (3) cumulative years in said position

This can be amended by districts. It is optional however highly encouraged

Per the International District Constitution and By-Laws Article II, Section 7 Zone and Region Chairpersons must....

Leadership Development District Grant Program



The Zone Chairperson training curriculum provides position-specific online module and full curriculum for instructor-led training

- Limited to the first 200 districts that apply.
- US\$500 per district
- Training must be completed during the Lion year ending June 30, 2022.



Leadership Development Multiple District and District Grant Program – District

The District Grant program to offset expenses related to zone chairperson training is different. The grant award is limited to the first 200 districts that apply. The remaining applicants will be placed on a wait list. As funds become available, waitlisted districts will be contacted in order the applications were received.

The training must be completed during the Lion year (July 1, 2021 – June 30, 2022). You may train either the current zone chairpersons or the incoming zone chairpersons later this year.

Now, lets hear from Past Director Farrington. Past Director Farrington the floor is yours.

Past District Governor Resolution



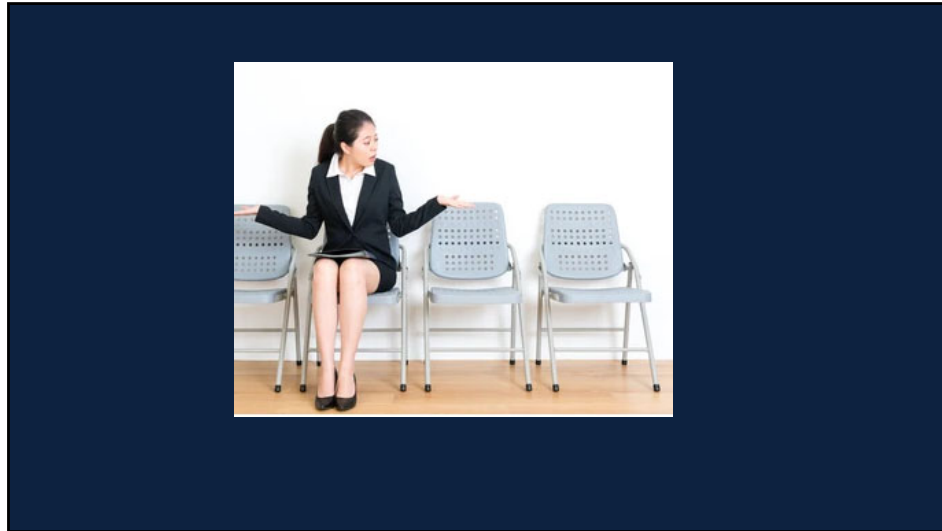
The board has made this a priority!

Effective July 1, 2022, a resolution has been passed during the International Convention to amend the qualifications of district governor and vice district governor. Lions who previously served as district governor will not be eligible to be elected as district governor or vice district governor and will be ineligible to fill Vice District Governor vacancies.

Thank you Director Faber.

Recently passed at the International convention the PDG Resolution takes effect July 1, 2022. As you can see on your screen an amendment was made to the qualifications of district governor and vice district governor.

Lions who previously served as district governor will not be eligible to be elected as district governor or vice district governor and will be ineligible to fill VDG vacancies.



In my district, we have a 1st VDG & 2nd VDG vacancies. Not a good situation to be in especially when the 1st VDG/DGE Seminars are starting. We have two roles of responsibilities missing in the district.

While we have interested individuals who would like to run for those positions, the timing is not right for them currently. For those who have been appointed for Zone Chairpersons consecutively over the last few years, neither of those zone chairpersons wanted to move up to be a candidate. We have quite a few leaders who qualify but not interested in serving as 1st & 2nd VDG. Had we been working on a succession plan, this could have been avoided.

Building Your Pool – District Leadership Report



Section 1

Section 2

| District Leadership Report | | | | |
|---|-------------|---------------------------------|------------------|---------------------|
| This report includes Lions who are currently members and have served as club presidents or held a district position over the last five years* | | | | |
| DISTRICT 1 A | | | | |
| SAMPLE | | | | |
| Member ID | Member Name | Join Date | # of Titles Held | |
| 1234567 | John Smith | 02/01/1998 | 4 | 7 Members Sponsored |
| 2639107 | Jane Doe | 10/15/1999 | 2 | 1 Member Sponsored |
| | | | | |
| SAMPLE | | | | |
| SMITH, JOHN (1234567) | | Join Date: February 1, 1998 | | |
| Officer Positions | | Awards | | |
| Club First Vice President – Repeated 3 times | 2020 | 20 Year Monarch Chevron | 2018 | |
| Club LCIF Coordinator | 2018 | 7 Members Sponsored | 2018 | |
| Club Membership Chairperson | 2014 | Diamond Centennial Lion | 2020 | |
| Club President | 2021 | Club President Excellence Award | 2020 | |
| SAMPLE | | | | |
| DOE, JANE (2639107) | | Join Date: October 15, 1999 | | |
| Officer Positions | | Awards | | |
| Club First Vice President – Repeated 3 times | 2012 | Club President Excellence Award | 2013 | |
| Club President | 2013 | PMJE – 2 Diamond YC | 2010 | |
| Zone Chairperson | 2014 | | | |

LCI recently launched the district leadership report that lists all active Lions who have served as a club president over the last five year as well as Lions who are currently service at the district level?

In Section 1: the report retains the member, their join date, how many positions held and the number of members sponsored

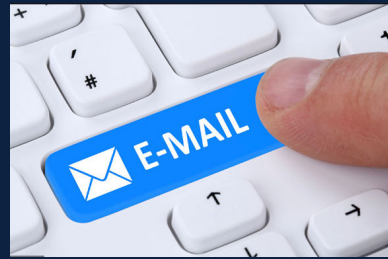
Section 2: outlines the positions each person held and the awards received

Districts that use it are amazed at how many qualified people exist and may have otherwise been overlooked!!

District Leadership Report Requests

Email: districtadministration@lionsclubs.org

**Provide the district name being requested*



To request your district's copy of the report email the District Administration Division at districtadministration@lionsclubs.org and make sure to include your district name in the email. Please do allow a few days for staff to process.

Training



Succession Planning Training offered in LEARN



- **Succession Planning:**
Helps ensure the long-term vitality of Lions clubs through a carefully planned system of identifying and preparing new leaders for all levels. This course demonstrates how to identify and develop new leaders and how to plan and prepare for a successful leadership transition.

LCI offers a variety of training opportunities to Lions.

Succession Planning Course. Access the course through the Lions Learning Center of the Member Portal.

This course has been designed to be:

- Self-directed learning: review the modules at your own pace
- Estimated time to review: 30 minutes
- Course includes two modules that address all phases of succession planning: from identifying and preparing new leaders generally to planning officer transitions and equipping new leaders to be successful in specific roles.
- Module 1: Identify Potential Leaders and Plan Leadership Development
- Module 2: Plan and Prepare for a Successful Leadership Transition

Succession Planning Course



Module 1 – Identify Potential Leaders and Plan Leadership Development

MODULE OVERVIEW

Specifically, your objectives for this module are to:

- State the benefits of having new leaders.
- Use criteria to identify new leaders.
- List the benefits new leaders gain.
- Address potential leaders' concerns.
- Strive to develop effective leaders.
- Use resources for leadership development.

So, what are the benefits of having new leaders?





Module 2 – Plan and Prepare for a Successful Leadership Transition

MODULE OVERVIEW

Specifically, your objectives for this module are to:

- List the benefits of succession planning.
- Ensure a plan for new leader readiness.
- Develop a plan for succession.
- Implement a smooth leadership transition.
- Evaluate succession success.

So, what are the benefits of succession planning?



Module 1 goes over the

1. Benefits of new leadership
2. Identifying new leaders
3. Cultivate new leaders
4. Develop new leaders

Module 2 covers

1. Benefits of succession planning
2. New leader readiness
3. Plans for succession
4. Smooth leadership transition
5. Succession success evaluation

Succession planning is the process of identifying and preparing new leaders to replace current leaders when their leadership term is complete.



Role of Past District Governors



- Encourage the Development of Others
- Mentoring Future Leaders
- Take Part in Succession Planning
- Suggestions for Action Strategies with Club Assessments
- Club & District Goals
- Conflict Resolutions
- Serving in Roles of the GAT
- Be a Guiding Lion

PID Farrington,

As a PDG, you have much knowledge and experience to help your club, district and our association move forward. Staying informed with recent board actions provides opportunities to help with resource requests. **Developing leaders, enhancing member satisfaction and growth is key to the overall success of Lions Clubs International. A variety of training and development opportunities are offered to help achieve this objective.**

You can serve in many roles in helping clubs and your district such as mentoring future leaders and participating in succession planning. Coming up with action strategies based on club assessments and district & club goals.

With all your knowledge & experience, you can serve when there is a need for conflict resolution, being part of the Global Action Team or serving as a Guiding Lion helps your

district keep moving forward.

Director Faber, what thoughts do you have for this topic?

Role of Past District Governors



- Be a Part of the Solution, Not the Problem
- BE POSITIVE!

Director Faber to speak here.

Turn over to Membership when done.

Now, Kahmisi Grace (pronounced Ka-me-ze) will be discussing the Leo or Leo-Lion Cabinet or Council Liaison Position.

Leo or Leo-Lion Cabinet or Council Liaison



Leadership Opportunities for Leo-Lions and Leos



20

I would now like to introduce Khamisi Grace, Manager of Young Lions & Leo Programs Department

Thank you, _____ Hi, my name is Khamisi Grace. Today we will be reviewing the newly developed Leo or Leo-Lion Cabinet Council Liaison Position.

Leo or Leo-Lion District Cabinet Liaison



- Appointed by the District Governor working with the District Leo Chair
- Appointees must be current or past Leo District Officer (President, Vice-President, Secretary, Treasurer)
- In areas without a Leo District, appointees shall have served as a current or former Leo Club President.



Leo or Leo-Lion District Council Liaison



- Appointed by the Council of Governors in consultation with the MD Leo Chair
- Appointees must be current or past Leo Multiple District Officer (President, Vice-President, Secretary, Treasurer)
- In areas without a Leo Multiple District, shall be a current or former Leo District President
- In areas without a District, the role shall be filled by a Leo-Lion or a Leo who is a current or former Leo Club President



Key Responsibilities

Below are some responsibilities shared by both positions. More information about these roles, can be found in Chapter VII of Board Policy and on the website.



- Participate in assigned committee(s) as a voice for young people in the area
- Facilitate communication between Leos and Lions
- Promote the Leo Club and Leo-Lion Program
- Assist in the provision of training for Leo officers
- Coordinate a service activity with Leos and Lions



Khamisi to finish out this slide.

Khamisi: at this time, I would like to invite PID Farrington back.

PID Farrington: Thanks, Khamisi.

LCI Contact Information



- Phone: (630) 468-6776
- Email: districtofficers@lionsclubs.org

Staff at LCI are ready to assist. Should you have any questions, please contact them at the phone number and email address provided on this slide.

Questions?



At this time we will be pleased to take your questions.

Note to speaker:

Natalie will jump in here and read questions.



CLOSING REMARKS

Both presenters give closing remarks and we end the webinar.



THANK YOU