

SUCCESSION PLANNING

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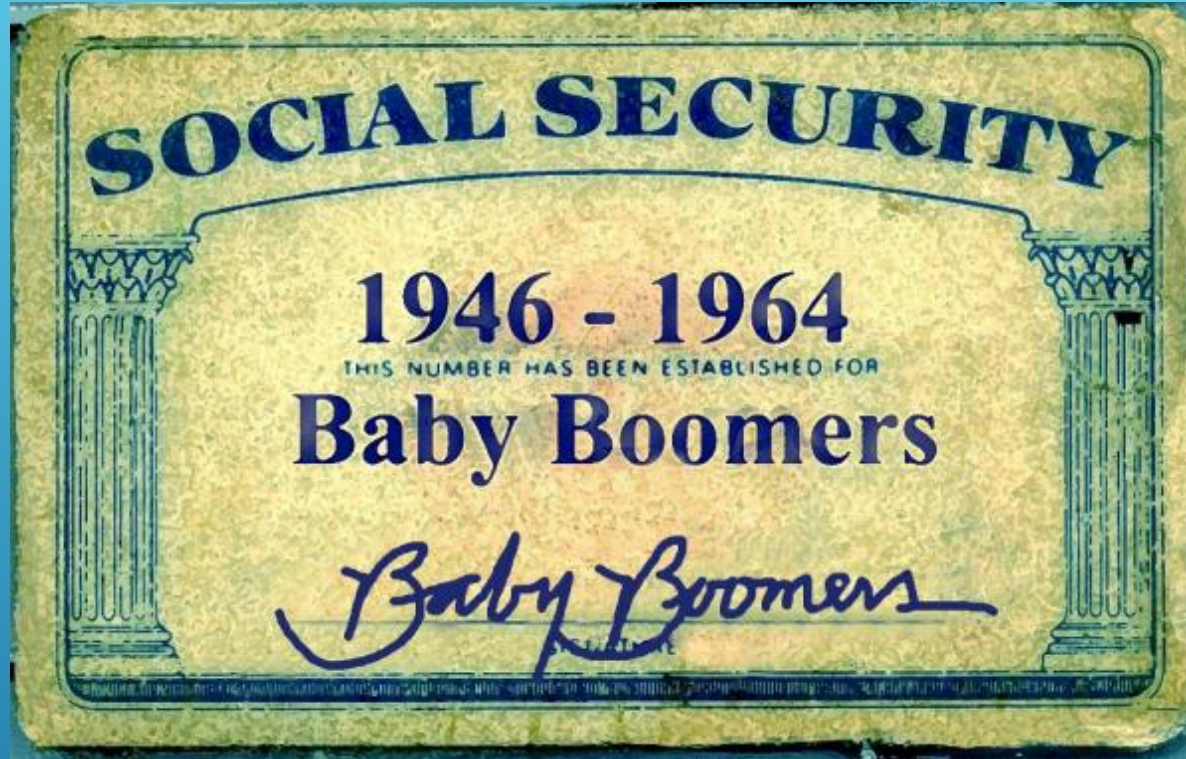
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OR



WHERE WILL YOUR CLUB BE IN 5, 10,
15 YEAR?



RETIREMENT IS COMING! WHO WILL
LEAD YOUR CLUB INTO THE FUTURE?

- ▶ Look at where your club has come from.
- ▶ Look at where your club is now.
- ▶ Look at where your club needs to go.
- ▶ How can your club get to where it needs to go.
- ▶ Ensure your club has the right members with the right skills.
- ▶ Avoid lack of knowledge and expertise when members retire.
- ▶ Identifying, recruiting, retaining, developing, preparing members.

WHAT IS SUCCESSION PLANNING?



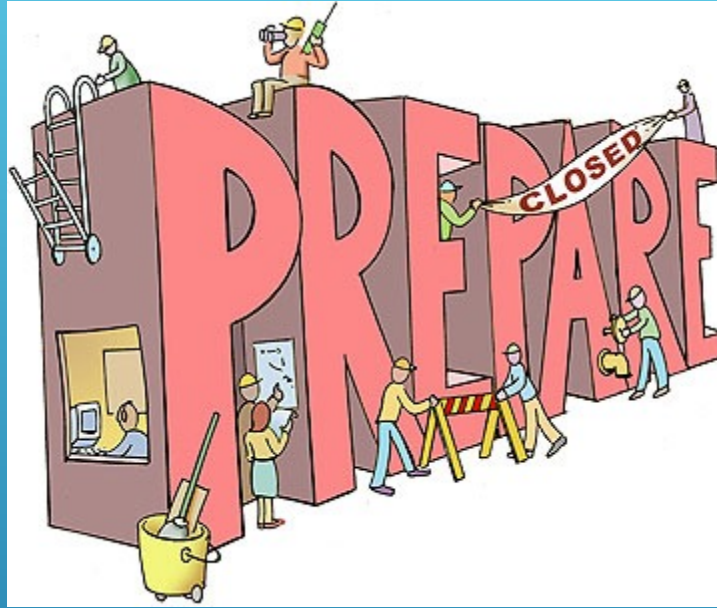
EXAMINE NEEDS, CRITICAL ROLES,
EXPECTED VACANCIES.



IDENTIFY SKILLS REQUIRED TO FILL
CRITICAL ROLES.



ASSESS THE SKILLS GAP AND IDENTIFY
POTENTIAL SUCCESSORS.



DEVELOP AND PREPARE POTENTIAL
SUCCESSORS



EVALUATE YOUR SUCCESSION PLAN.

- ▶ Share the load among members and avoid burnout.
- ▶ Allows a smooth handover of key positions.
- ▶ Improve your member bench strength to fill gaps.
- ▶ Create a more appealing environment for new and existing members.
- ▶ Deliver better service to members and your community.
- ▶ Clear path for progression for members and avoid boredom.
- ▶ Encourage a more diverse group of members.
- ▶ Avoid senior members in the same roles forever.
- ▶ Avoid a stagnant, rigid and unappealing club dynamic (especially for younger members).

WHY IS SUCCESSION PLANNING IMPORTANT?



BENEFITS OF SUCCESSION PLANNING

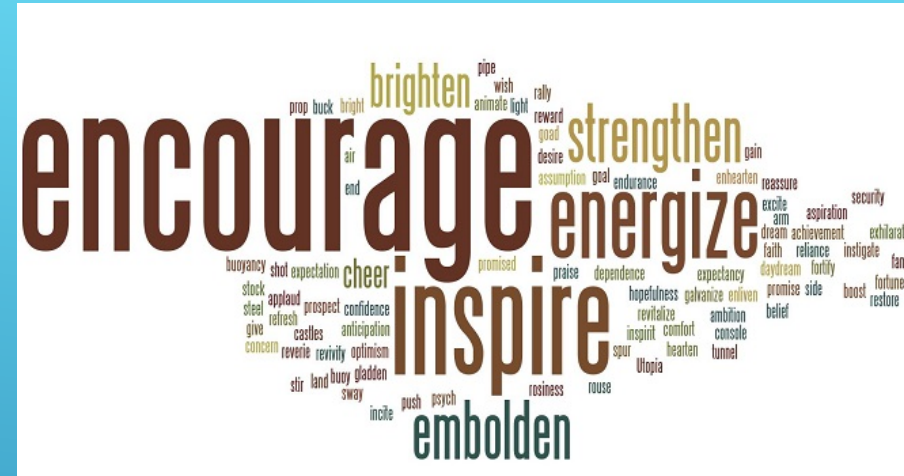
Succession Planning provides:



- ▶ Continuity in the club during times of member turnover.
- ▶ Recognition and reward for long serving members by becoming mentors to new members.
- ▶ A clear plan for member progression.

Succession Planning Encourages:

- ▶ Identify critical roles.
- ▶ Clubs think about skills/ knowledge needed for the future.
- ▶ Development and retention of talented members for the long-term.
- ▶ Information sharing and good record keeping.
- ▶ Ongoing review provides better club management.





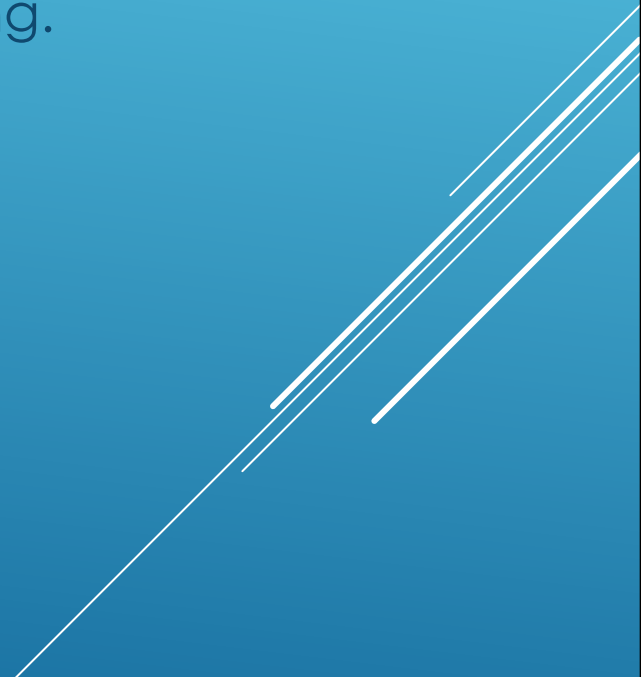
Succession Planning Improves:

- ▶ The recruitment process. New members are more engaged in their roles.
- ▶ Member access to training and development opportunities.
- ▶ Leadership qualities.
- ▶ Morale and commitment of members.
- ▶ Less chance of burnout.
- ▶ Member motivation. There is a pathway of development and progression.
- ▶ Creates an opportunity for young people to get more involved in decision making. They feel more connected to the club.



CHALLENGES

Succession Planning is Challenging because:

- ▶ Club leaders get stuck on traditional views about who should hold key leadership positions.
 - ▶ Not all club leaders are committed to the idea of succession planning.
 - ▶ Personalities, egos, individual needs get in the way of decision making.
 - ▶ Member promotions based on tenure instead of competency.
 - ▶ Fearful of change.
 - ▶ Failure to provide adequate training and development of members.
 - ▶ Club leadership feels this is not an immediate need, a lot of talk and little action
 - ▶ The club has a rigid and inflexible approach.
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- ▶ Clubs
- ▶ Districts
- ▶ Multiple Districts
- ▶ International



**LIONS CLUBS
INTERNATIONAL**



SUCCESSION PLANNING ON ALL LEVELS



ARE YOU READY FOR THE FUTURE?

