

District 9200:

79th DCA, Addis Ababa
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Past Presidents and District Officers

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- (Refer also to Club Presidents and Leaders – a parallel presentation that addresses some of the same issues)



Drop the Word PAST!

- Build on and Exploit Your Experience for the betterment of your club, your country, your District, Rotary
- Be available as a Rotarian; Be available as a Resource; Be available as a leader
- Be willing to take on ANY office or assignment in the club



Objectives?

- What is your motivation for attending this session? What do you expect to learn?
- Learning Outcome: Leaders who are *better* equipped to continuously improve their skills and performance so as to provide improved support to clubs in D9200
- Training objectives:
 - Sharpening the ability to learn
 - Sharpening the ability to train, and guide the learning of others
 - Sharpening the ability to lead



What are we?

- As Past Presidents and leaders all, we are the veterans – the battle field needs us and our experience...
- We are Guides, not Drivers...
- We are leaders, not managers..
- We are the local mentors for the clubs ...



Sharpening the Ability to Learn..

- Establish personal learning outcomes and objectives
- Learn to listen – knowledge is a barrier to learning
- Know the learning resources:
 - Your peers; Those who are more experienced, more senior in Rotary; The young ones with the fresh ideas
 - Written resources and presentations sent to you..
 - Conferences and Conventions
 - The Manual of Procedure
 - The Rotarian Magazine
 - www.rotary.org
- Remember: knowledge decays! *Learning is lifelong if you are to avoid drowning in ignorance*



Train and Guide others to Learn..

- Do not give them fish – give them enough to stop starvation as you teach them to fish..
- Establish their learning outcomes and objectives using a participatory approach
- Guide them to learning resources
- Help them to monitor if learning is achieving objectives, objectives related to actual delivery through the four avenues of service



Being a Leader...(1)

- Leaders Inspire
- Leaders Educate
- Leaders Communicate
- Paraphrase: “Rotary Leaders turn common Rotarians into uncommon Rotarians”



Being a Leader (2): Inspire...

- Lead from the front
- Be a good example: a complete Rotarian
- Feel for the others; have empathy
- Recognise the members' achievements
- Develop Charisma - Is charisma inborn or acquired?
- Be dependable, inspire confidence
- Let those you work with feel proud of you...



Being a Leader (3): Educate...

- To educate, you must learn first – take the log out of your eye
- Help others learn self education about Rotary – where and how to find information



Being a Leader (4): Plan...

- The future starts now
- Think ahead, over the horizon: work with clubs to develop strategic thinking and strategic plans
- Create ownership by involving club Presidents and other Rotary Leaders, accepting enrichment
- Set SMART objectives
- Avoid analysis paralysis: do something!
- Hit July 1st running: utilise Jan to June!



Being a Leader (5): Monitor and Evaluate

- By setting SMART objectives, we also get monitoring and evaluation tools: are we achieving our objectives?
- Monitor on a monthly basis – we need to take corrective action in good time
- Know when to re-allocate responsibilities: do not flog a dead horse



Being a Leader (6): Communicate...

- Communication: getting the message across – correctly, efficiently, cost-effectively
- Listen – the most important part of communicating; **and listen to what is not said**
- Communicate at all levels: verbal, non-verbal, emotive
- Feedback – a critical part of effective communication
- Acknowledge and respond to communication
- Have Empathy; Be sensitive



Being a Leader (7): Know and follow the Framework...

- The District Leadership Plan and Structure; roles, responsibilities, relationships
- The Club Constitution and Recommended Bylaws
- The RI Constitution and Bylaws
- Be fair but firm
- Be consistent and objective



Being a Leader (8):

Learn/Perfect the Mechanics Leadership

- Get formal leadership training outside Rotary if you have never done so
- Develop Communication skills
- Develop your strategic thinking skills
- Develop Project management skills
- **Learn not to take yourself too seriously**
- Etc...



Working with Clubs (1)

- Your role is to assist, guide and enhance communications: Do not dictate or speak down to the clubs.
- Clubs are expected to welcome you, but they are not obliged to accept your advice. RI is an association of clubs. The District exists solely to serve clubs.
- Establish a collaborative relationship with club leaders, listen to their concerns, and be sensitive to local club conditions.



Working with Clubs (2)

- Be positive. Even in constructive criticism, always open with the positive aspects.
- Encourage self-evaluation and proposal of solutions by clubs – they will then own up, and own solutions
- Learn from the clubs; share the best practices of any club you visit with other clubs: this poses a positive challenge



Be the Change...

- *Be the Change you want to see in the World*
– *Mahatma Gandhi*
- *Be the Change you want to see in your Club and District, in your Vocation, in your Community, in the World*
- **THANK YOU**

