

Lions Clubs



International

The Path to Leadership & Leadership Succession

District A1 Convention

1/6/2024

PID Connie LeCleir-Meyer



“The greatest leader is not necessarily the one who does the greatest things. The greatest leader is the one that gets the people to do the greatest things.”

~President Ronald Reagan



Objectives

Explore audience outlook on current situation

Identify opportunities to serve at the District, State and International levels

Define requirements of District, State and International leadership positions

Review examples of succession planning

What best describes your current situation?



Leadership

- All leadership positions filled!
- Still key position openings.
- Lots of vacancies.
- We're in trouble!



What best describes your current situation?

- Mostly **traditionalists** with some baby boomers.
- Mostly **baby boomers** with some Gen X or Gen Y
- Mostly **Gen X or Gen Y**
- Mix of all generations

Membership

What best describes your leadership succession plan?



- Fully functioning – all areas planned out!
- It's written down somewhere, I think!
- We just fill the empty slots as we go.
- We just ask a Lion to serve again if we can't find anybody.



**What might
happen if there
was no plan to
replace a leader?**



How do you begin to fill the empty spot?

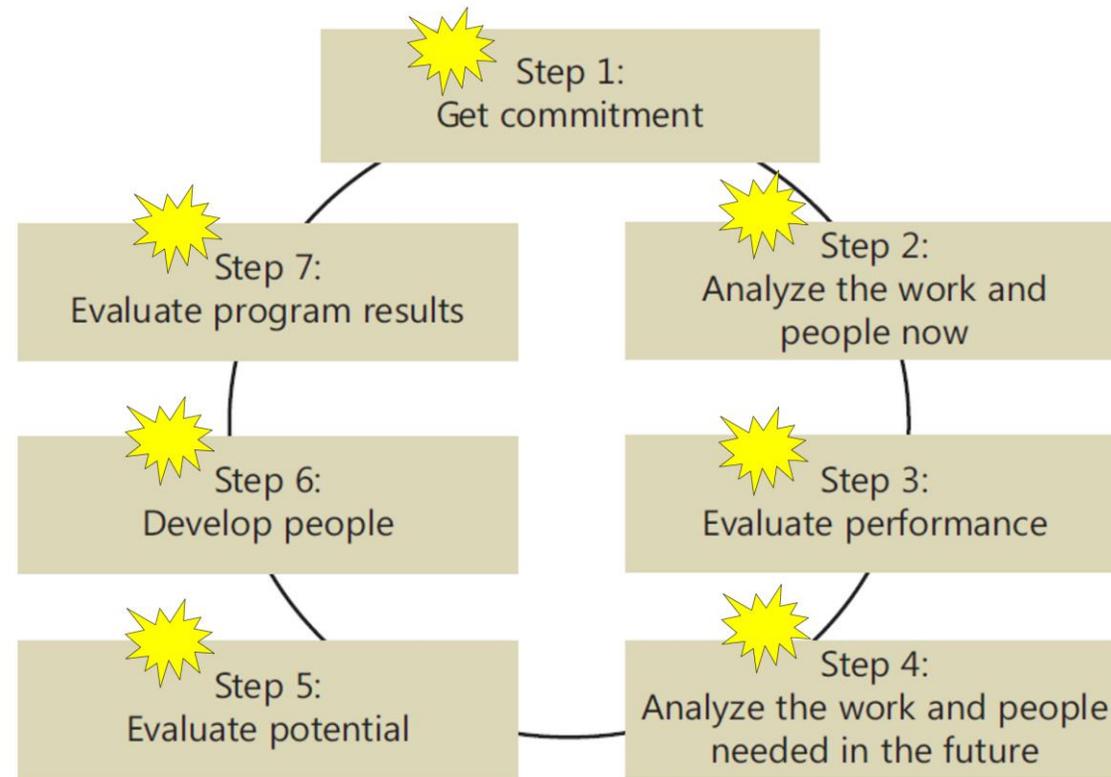
- Identify Lions who can serve as backups in an emergency situation (short and long term).
- Groom Lions for responsibility.
- Coach, mentor and give feedback.
- **Recruit** the best people, **retain** the best people, **develop** the best performing people.



"The first responsibility of a leader is to develop a person to replace them. The leader should identify four prospects. Identify four because, on average, one will refuse, one will disappoint, one will move, and one will accept."



Roadmap to Succession Planning



Source: Adapted from Rothwell, W. (2005a). *Effective succession planning: Ensuring leadership continuity and building talent from within*. 3rd ed. New York: Amacom.



Succession plan – Leader

	2023	2024	2025	2026	2027
President	Tom Smith	Jane Jones	Bill White	Angel Hedge	OPEN
1VP	Jane Jones	Bill White	Angel Hedge	OPEN	OPEN
2VP	Bill White	Angel Hedge	OPEN	OPEN	Ralph Garcia
3VP	Angel Hedge	OPEN	OPEN	Ralph Garcia	Billie Wendl

Interested for the future	Position Plan
Vernon Bundle	Board Member, Pancake Chair
Carolina Wincz	Tail Twister, Treasurer, Zone Chair
Swedo Mlonga	President, Zone Chair, DG
Lo Young	Club Secretary

Who could fill the open slot?

- **Prepare to plan** – have a meeting to discuss the goal.
- **Analyze the situation** – what is our current situation?
- **Target an audience** – who do we have that is qualified?
- **Get target support** – what do we want them to do? Will we teach and support them?
- **Develop the message** – explain what it all means.
- **Advance the plan** – share the plan with everyone and follow through with action plans. Be accountable!
- **Ensure success** – follow up to see what went well, what could be improved, and keep in touch with the players.



What opportunities are out there for me to consider?

- Serving at the *District* level
- Serving at the *State* level
- Serving at the *International* level



Serving on the **District** Cabinet - Chairpersons

Childhood Cancer*

Hunger*

Environment*

Diabetes*

Vision*

Marketing Communications

Peace Poster Contest

Youth Exchange

Information Technology

LCIF Coordinator

Wisconsin Missions

Wisconsin Lion Editor

USA/Canada Lions Leadership Forum

Stuff the Bus

State Resolutions, Constitutions & By-Laws

Restoring Hope Transplant House

Policy & Procedure

Pins/Golf/Bowling

My LCI Coordinator

Leader Dog for the Blind

Hearing Preservation



Serving on the **District** Cabinet – Officers

Region &/or Zone Chair

Cabinet Secretary

Cabinet Treasurer

Global Action Team

- Global *Service* Team (GST)
- Global *Membership* Team (GMT)
- Global *Leadership* Team (GLT)
- Global *Extension* Team (GET)



Serving on the **District** Cabinet - 2nd & 1st Vice District Governor

- Must have served as Club President
- Must have served as Zone Chair or District Secretary
- 1st Vice District Governor must have served as 2nd Vice District Governor
- Terms are for 1 year
- Must have approval/support from Lions Club
- Must be elected at District Convention or at the District Business Meeting at the State Convention



Serving on the **District** Cabinet - District Governor

- Must have served as Club President
- Must have served as Zone Chair or District Cabinet Secretary
- Must have served as 2nd and 1st Vice District Governors
- District Governor term = 1 year
- Must have approval/support from Lions Club
- Must be elected at District Convention or at the District Business Meeting at the State Convention



Serving at the **State** – WLF Director

- Each District shall have 2 elected members on the WLF Board
- Each Director shall serve a 3-year term, beginning July 1st following election
- Must be elected at your District Convention or the District business meeting at the State Convention
- Must be a Lions member in good standing
- Must have served as Lions Club President or Secretary or have served as a member of the Club's Board of Directors for a total of 3 years
- Projects: Lions Camp, Eye Glass Recycling, Diabetes Education, Hearing Program, Vision Screening



Serving at the **State** - LEBW Board Member

- Candidates must be approved by the Lions Eye Bank nominating committee
- Board members must be elected at District Convention or at the District business meeting at the State Convention.
- Each Board Member shall serve a 3-year term (can serve two 3-year terms)



Serving at the **State** - Birch Sturm Board Member

- Must have served as Lions Club President
- Each board member shall serve a 3-year term



Serving at the **State** - Lions Pride Board

- Future board members are nominated by current board members
- Board members should have business experience
- Board members should understand financial portfolios
- Each board member shall serve a 3-year term (can serve up to 3 consecutive terms)



Serving at the **State** - Council Chairperson

- The position serves as administrative facilitator of the multiple district Council of Governors
- Must be a member in good standing in a Lions Club that is in good standing
- Must be a Past District Governor
- There is only one opportunity to serve as Council Chairperson



Serving **Internationally** - International Director**

- Must be an active Lions Member in good standing of a Lions Club in good standing
- Must have completed or be completing a full term or major portion thereof as district governor of a full district of this association; or
- Have completed a full term or majority thereof as District Governor

**There may also be an opportunity to serve through appointment on the Board, or other CAI leadership positions.



Resources

- District Global Action Team
- Multiple District Global Action Team
- Meetings: Zone, District, State, International
- Lions Learning Center
- USA/Canada Lions Leadership Forum
- Lion mentor, coach, guide



*For future planning, your help might be needed! Would you be willing to discuss your future as a volunteer Lion leader?
We're here to guide and assist!*



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