

Training & Education Committee
Proposed Succession Plan for Leaders
Presented by: Carol Bayne

GOOD MORNING.

MY NAME IS CAROL BAYNE AND I AM A COMMITTEE MEMBER FROM SKÅL CAPE TOWN. HAVE PREVIOUSLY BEEN PRESIDENT SKÅL CAPE TOWN AND PRESIDENT SKÅL SOUTH AFRICA.

I AM HERE TODAY ON BEHALF OF LAVONNE WITTMANN AND LUCY MACRIDIS, WHO WOULD HAVE LOVED TO BE HERE, BUT UNFORTUNATELY CANNOT

I'M HERETO GIVE YOU AN UNDERSTANDING OF THE PROCESS, OUR VISION AND OUR GOALS OF THE WORK WE SHARED THIS YEAR.

DELIGHTED TO SAY ALONG WITH JIM DWYER..... WE ARE BOTH

PROFESSORS OF SKÅLOLOGY !

THINK VERY HONORARY JUST TO PROVE "TIME SERVED"....

THE TRAINING AND EDUCATION COMMITTEE WAS ONE OF THE 8 COMMITTEES FORMED BY PRESIDENT BURCIN THIS YEAR.

LAVONNE WITTMANN FROM SOUTH AFRICA AND PAUL DURAND FROM CANADA WERE APPOINTED CO-CHAIRS OF THIS COMMITTEE. FOR ME IT WAS WITH A GREAT DEAL OF CONTEMPLATION THAT I AGREED TO JOIN THE COMMITTEE AND WORK WITH THESE AMAZING PEOPLE FROM ROUND THE GLOBE.

THE COMMITTEE STARTED OUT WITH 18 MEMBERS BUT NOW HAVE 8 PASSIONATE, KNOWLEDGEABLE AND COMMITTED MEMBERS WHO ARE DEDICATED TO CREATING TRAINING COURSES THAT WE KNOW WILL BE BENEFICIAL AND ENJOYABLE TO ALL OUR MEMBERS.

THE COMMITTEES MET 5 TIMES THIS YEAR WITH LOTS OF FOLLOW UP COMMUNICATION VIA WHATS APP, EMAILS AND TELEPHONE CALLS. DURING THESE COMMUNICATIONS WE SHARED IDEAS, BRAINSTORMED SUGGESTIONS AND BASICALLY INSPIRED EACH OTHER WHICH RESULTED IN SUCCESSFUL AND PRODUCTIVE OUTCOMES.

OUR SESSIONS WILL BE RECORDED AS PODCASTS WHICH WILL ALLOW OUR MEMBERS TO ACCESS THE SESSIONS AT THEIR CONVENIENCE AND AS MANY TIMES AS THEY FEEL THEY NEED.

ALSO ANY AREA, NATIONAL COMMITTEE OR A CLUB CAN REQUEST A PERSONAL TRAINING SESSION – WE CAN AND AM SURE WILL BE ASKED TO ORGANISE FOR THEM AND HAPPY TO DO SO.

DURING THE PROCESS WITHIN THE COMMITTEE LAVONNE THEN CREATED 2 SUB COMMITTEES –

1.INDUCTION AND ONBOARDING – CHAIRED BY JIM DWYER, NEW JERSEY

2.SUCCESSION PLANNING – CHAIRED BY LUCY MACRIDIS, NAIROBI.

JIM DWYER IS PRESENTING A COMPREHENSIVE INDUCTION/ONBOARDING INTRODUCTION COURSE FOR NEW AND EXISTING MEMBERS

AND I WILL SHARE WITH YOU THE **SUCCESSION PLANNING** – STRIVING TOWARDS SUCCESSFUL AND SUSTAINABLE LEADERSHIP .. ON BEHALF OF LUCY.

ON OUR SUB COMMITTEES - WITH LOTS OF PASSIONATE DISCUSSION WE CAME UP WITH A TAGLINE..

WHERE INSPIRATION MEETS KNOWLEDGE

AS A DEDICATED COMMITTEE WE MOST DEFINITELY WANT TO BE INSPIRATIONAL, WHILST IMPARTING KNOWLEDGE.

KEY CATCH WORDS WE FEEL VERY APT ARE:

ATTEND, LEARN, ENGAGE, GROW.....

AND THOSE SAME WORDS, OF COURSE, CAN REACH OUT ACROSS MANY OF THE COMMITTEES

MEMBERS HAVE TO **ATTEND** THE SESSIONS TO **LEARN** MORE ABOUT OUR ORGANISATION, **ENGAGE** WITH FELLOW MEMBERS WHILE IMMERSING IN THE SUBJECT PRESENTED FOR THEM TO **GROW** IN KNOWLEDGE AND UNDERSTANDING OF SKÅL INTERNATIONAL. ITS RULES, AND PROTOCOLS.

SUCCESSION PLANNING

FOR SUSTAINABLE SUCCESSION PLANNING, BEING A LEADER IS NOT ONLY ABOUT HAVING LEADERSHIP SKILLS BUT RATHER TO APPROACH THE ROLE IN A HOLISTIC WAY WHICH WE KNOW SHOULD AND MUST INCLUDE....

- 1. EMOTIONAL INTELLIGENCE**
- 2. EFFECTIVE COMMUNICATION**

AFTER ALL THE WORK, OUR PROPOSED CONTENT FOR THE 3 SESSIONS AM GONG TO OUTLINE - WHICH WE ESTIMATE WILL BE PODCASTS OF 15 MINUTES EACH - AND WOULD INCLUDE THE FOLLOWING :

SESSION 1

1.PRESIDENTS AND COMMITTEES NEED TO UNDERSTAND WHY AN EFFECTIVE LEADERSHIP SUCCESSION PLAN IS NEEDED

- i. We need to have Skål International Leadership Defined
- ii. What roles are undertaken and what is expected of running a club.
- iii. **SOFT SKILLS**, required under this header as a Leader - are Team Work and Discipline

SESSION 2.

2.HAVE A CLEAR UNDERSTANDING OF THE BENEFITS OF SUSTAINABLE NETWORKING.

- i. Growing your business and your club – identifying opportunities – recognising each member’s potential.
- ii. Promoting your destination and with member potential uppermost in your mind.
- iii. Collaboration is vital – Building Trust and Interdependence.
- iv. **SOFT SKILL** –under this session - here Emotional Intelligence required – understanding yourself as a leader: Understanding your team and their expectation of YOU.

SESSION 3.

3. WORK WITHIN A FRAMEWORK FOR A SUCCESSFUL MANIFESTO

- i. Strength in diversity (as we know we have 43 branches of Tourism) Show some success stories from clubs with maximum mixture of branches represented. Show how we are all dependent on each other.
- ii. Mentorship and Coaching - Accentuate how we grow when we mentor! Anticipate the needs of the mentee. Know the possible mentors in your club – be it long standing members, or possibly Past Presidents or wherever you Identify.
- iii. **SOFT SKILL** in this session is – Communication. Public speaking & power dressing - very important. The importance of written communication – especially social media – and how it represents who we are.
- iv. **Open and Transparent Communication: Creating clear and concise communication is key for any Club's Succession Plans.**

THESE ARE THE 3 SESSIONS WE HAVE IDENTIFIED THROUGH THE PROCESS OF THE COMMITTEE COLLABORATION.

CONCLUSION

OUR ULTIMATE GOAL OF THE TRAINING AND EDUCATION COMMITTEE IS TO ENSURE THAT ALL MEMBERS REALISE THAT, PART AND PARCEL OF THE TRAINING SESSIONS IS THAT THEY WILL BE PROPERLY ACCREDITED AND CERTIFIED ONCE THEY ARE COMPLETED BE IT VIA PODCASTS OR ONLINE VIMEO'S OR VIDEOS. THESE SESSIONS, OF BIT-SIZE TRAINING, WILL ENSURE ALL OUR MEMBERS WILL BE FULLY KNOWLEDGABLE ON THE ORGANISATION AND IT'S BENEFITS.

SUCCESSION PLANNING – IS A MUST FOR OUR ORGANISATION.

I ALONG WITH THE OTHER COMMITTEE MEMBERS ARE EXCITED ABOUT THE FUTURE TRAINING OF OUR MEMBERS. THESE SESSIONS WILL BE THE PLATFORM TO BUILD COLLABORATION, PRIDE, UNITY AND PASSION WITHIN OUR ORGANISATION AND WILL BE THE NATURAL BUILDING BLOCKS TO ATTRACT NEW MEMBERS...

**IN OTHER WORDS TO BUILD WITHIN...
TO REFLECT SUCCESS TO THE OUTSIDE WORLD !**

I AM HAPPY TO TAKE ANY QUICK QUESTIONS OR SUGGESTIONS TO TAKE BACK TO THE COMMITTEE..... OR GOING FORWARD, PERHAPS JIM'S QUIZZES COULD BE GREAT FUN. ALTERNATIVELY, YOU CAN FORWARD TO EITHER LAVONNE, LUCY OR MYSELF.

WE TRULY BELIEVE THIS TYPE OF TRAINING IS THE WAY FORWARD FOR OUR ORGANISATION AND WE ARE THERE TO ASSIST.

THANK YOU FOR LISTENING.