

Additional Goals

Answer the same types of questions to reach each additional district goal. Additional goals might have to do with alignment challenges, new leadership opportunities, or better service to members. Where else is there room for improvement in the district?

Goal

What specific, measurable, attainable, and relevant additional goal can the district meet? (An example of a goal is to add one new division and three new areas.)

Develop comprehensive District 91 leadership induction kit

Situation Analysis

What is the current situation in the district? Do members understand how to achieve success? Does the district have special challenges? (One situation might be that areas and divisions have reached their maximum capacity causing service to the members to suffer and limiting leadership opportunities.)

We are in the fourth year. It was always going to be difficult to maintain the exceptional performance over the first two years, nevertheless, achieving Distinguished District award 2016-17, showed a very good performance. This year we will be looking to build our leadership reach across the District to lay the foundations for sustained growth over the coming years.

Strategy

What actions will the district take? What has worked in the past? What has not? What new programs or incentives could the district implement? How will the district promote existing programs? How have other districts been successful? What could the district do to stretch this goal? (The strategy might include actions, such as assigning an alignment committee to determine best options for realignment and collaborating with the nomination committee to identify leadership opportunities.)

Identifying future leaders and ensuring a smooth transfer of knowledge will be a significant aid to our success.

Action 1 Review lessons learnt this year as a basis for planning future transitions.

Action 2 Rationalise information and resources available for ease of future access.

Action 3 Leadership Committee focus on 2019-2020 as well as present talent management.

Action 4 Investigate District mentoring policy.

Action 5 Bring initiative leaders (e.g. Realignment; Pathways; Training Bureau; Chief Judge; Leadership Committee) to the DEC and share ideas and raise awareness.

Resources

What people, equipment, meeting places and money does the district have at its disposal? What committee could work toward the goal? Are any members interested in heading projects toward leadership goals? How much money has been budgeted for achieving this goal? (Resources might include past district governors, area and division directors, the district website and the district nominating committee.)

Leaders driving a range of initiatives - e.g. Realignment, Pathways, Trainers Bureau, Chief Judge, Leadership Committee, Leadership Champion, Performance, Parliamentarian, PR, Logistics, ICT, working alongside District leaders, Area and Division Directors

Assignments

Who is in charge of each action? Who is on each team? What are each team member's specific responsibilities?

District Director and DLT, along with IPDD and Leadership committee

Action 1 District Director and DLT

Action 2 Admin Manager and DLT

Action 3 Immediate Past District Director and Leadership Committee

Action 4 Program Quality Director and DLT

Action 5

District Director

Timetable

When will each action item begin? When will each action item be complete? How will progress be tracked?

Starting from September and ongoing throughout the year

Action 1 November / December - DLT focused meeting

Action 2 January / February - initial input from DLT

Action 3 September - Committee set up and action underway

Action 4 September / October - prepare brief and begin to identify mentors

Action 5 September DEC meeting

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SUBMIT PLAN