



## District Leader

### Biographical Information

**Candidate Name:** Nadya Abdi

**Candidate Office:** Club Growth Director

**District Number:** 91

**Toastmasters' member since:** 1<sup>st</sup> April 2017

#### Education:

Distinguished Toastmaster with extensive leadership and communication development through Toastmasters education programmes, including completion of two Pathways learning tracks to Level 5 (Innovative Planning and Motivational Strategies), the Pathways Mentoring Programme, Club Coach, Club Mentor and Speechcraft programme coordinator. Previously completed communication and leadership awards including Competent Communicator, Advanced Communicator Bronze/Silver/Gold, Competent Leader, Advanced Leader Bronze and Advanced Leader Silver. Distinguished Toastmaster (DTM).

Academic background includes degrees in biomedical Science and pharmacy, along with postgraduate study in pharmacy Practice and healthcare Leadership.

#### Toastmasters offices held and terms of service:

District Leadership Roles: Area Director 2019 to 2020; Division Director 2020 to 2021

Club Officer Roles: Club President 2018 to 2019; Vice President Education 2017 to 2018 & 2025 to present; Vice President Membership 2025 to present, Club Secretary 2022 to 2023, 2023, 2025; Sergeant at Arms 2025

#### Toastmasters honors and recognition:

Distinguished Toastmaster (DTM) President Distinguished Club, President Distinguished Area & Area Online Ovation Gold Award. As well as Visiting Victor Award and Club Coach of the Year.

#### Relevant work experience and how it relates to Toastmasters and your role as a District leader:

I am a senior clinical pharmacist with leadership experience across healthcare systems, including governance, financial stewardship, training, pathway development and service improvement. I lead clinical programmes, support workforce development and deliver initiatives requiring strategic planning, collaboration and measurable outcomes.

Within Toastmasters, I have actively delivered key elements aligned with the Club Growth Director (CGD) portfolio. I coordinated Speechcraft programmes and supported others delivering them, contributing to the successful chartering of new clubs. I have mentored a newly chartered club to integrate the Pathways education programme with the Distinguished Club Programme, achieving President's Distinguished status alongside continued membership growth. As Club Coach, I worked with a club having ten members to President's Distinguished status, winning the Phoenix Award with strong Pathways engagement, open house initiatives and a fully trained officer team. I have also mentored and supported clubs with low membership, contributing to improved engagement and recognition, including LSBU receiving the Best Community Club Award.

I have worked with past CGDs to support delivery of the Club Mentor Programme, including coordinating mentor upskilling initiatives, facilitating drop-in sessions, reviewing club performance data, presenting webinars to raise awareness and contributing to Club Officer Training. I have also supported the coordination of new clubs in collaboration with club leads, assisting sponsors with the chartering process. I continue to mentor leaders at club, Area and Division level, supporting leadership development and sustainable club growth across the district.

### **What experience do you have in strategic planning?**

Professionally, I have led system-wide healthcare programmes involving pathway design, performance analysis, stakeholder alignment and measurable outcomes. This required setting clear objectives, monitoring progress, managing resources responsibly and ensuring sustainable implementation.

Within Toastmasters, I have developed and implemented structured membership growth strategies at club and district level. These included creating club success plans, membership growth plans and targeted PR strategies tailored to each club's needs. I utilised Toastmasters and District 91 resources to support sustainability, including open house events, Moments of Truth reviews, guest and member surveys, and district incentive schemes to support club budgets and enhance member experience.

I strengthened member engagement by facilitating various events, including evaluation workshops delivered by experienced Toastmasters from across the district to model excellence and share best practice. This collaborative approach enabled clubs to benefit from wider district expertise while fostering a supportive learning environment. I also supported effective implementation of the Pathways programme through practical use of Base Camp, including integrating QR codes for feedback, encouraging profile updates during meetings and supporting active engagement with educational journey.

My approach to strategic planning is data-informed, resource-aware and focused on sustainable membership growth, leadership development and consistent member experience.

### **What experience do you have in the area of finance?**

Professionally, I have financial governance experience within healthcare, including oversight of high-cost medicines, budget impact considerations, funding approvals and ensuring cost-effective use of resources while maintaining appropriate controls and accountability.

Within Toastmasters, I have supported financial stewardship at club, Area and Division level. At club level, I have reviewed and audited club accounts, supported budget planning and presented budget proposals for approval to ensure responsible use of member funds and alignment with club priorities. I have also supported clubs in integrating District 91 incentive schemes into their budgets to help offset essential costs such as venue hire and club resources from Toastmasters shop, while supporting membership growth and member experience initiatives.

As Division Director, I ensured Division funds were used appropriately to support membership and club development initiatives, advised Area Directors on budget use in line with district and Toastmasters guidance, and followed approved expense processes including Concur submissions while liaising with the District Finance Manager when required

My approach focuses on responsible stewardship of resources, transparency and aligning financial planning with sustainable club growth, strong member experience and long-term district success.

### **What experience do you have in developing procedures?**

Professionally, I have extensive experience developing clinical guidelines, governance frameworks and training processes across healthcare systems to ensure safe, consistent and effective practice and medicines use. This has included pathway development, standard operating procedures, staff training frameworks and quality improvement initiatives.

Within Toastmasters, I have developed and implemented procedures at club, Area and Division level to support effective club operations, membership growth and leadership development. At club level, this included integrating GDPR considerations into club processes, updating member communications and ensuring appropriate handling of member data.

I supported development of structured guest-to-member processes by integrating prospective membership features within Club Central, alongside data cleaning initiatives to ensure alignment between meeting management systems, club rosters and Base Camp. This helped ensure members in good standing were accurately reflected and able to access their education programmes.

I have also supported clear election procedures aligned with Toastmasters guidance, developing practical templates and guidance to help clubs run consistent and transparent officer elections. As well as contributed to structured members mentoring programmes using the Toastmasters mentor toolkit and integrating the Pathways Mentor Programme into practice. In addition, I have planned and facilitated webinars and interactive Club Officer Training sessions to strengthen leadership capability and sustainable club growth.

These experiences have equipped me to develop and implement structured, scalable processes that support sustainable membership growth, strong leadership succession and long-term club success, all of which are central to the role of CGD.

### **What lessons did you learn from previous leadership positions?**

Through my leadership roles, I have learned that sustainable club growth depends on strong engagement, continuous learning and a supportive community. As Division Director during COVID, I introduced a Division recognition initiatives such as Best Club Member and Best Club awards to maintain connection, showcase excellence and encourage knowledge sharing between clubs. This reinforced the importance of collaboration, positive recognition and creating environments where members feel valued and motivated to continue their learning and development.

Working closely with individual members, mentoring club officers and leaders, supporting new club development and collaborating with district leaders has shown me that empowering people and building leadership capability leads to lasting results. Sustainable progress comes not only from direction but from enabling others to grow in confidence, skills and leadership capacity.

I have also learned that effective leadership requires clear planning, access to the right resources and targeted training to support clubs at different stages of development. Using data constructively helps identify where support is needed, while open communication and a positive atmosphere sustain engagement and momentum. Creating environments where members enjoy their learning journey remains central to my approach, recognising that people learn best when they feel supported and engaged.

These lessons align closely with the district mission to build new clubs and support all clubs in achieving excellence. They shape my approach to the CGD role, where strengthening member experience, leadership development and sustainable membership growth are essential to strong clubs and long-term district success.

### **Why do you want to serve as a District leader?**

Toastmasters has played a significant role in my leadership and personal development, and I am committed to giving back by supporting clubs and leaders across our clubs and district. Through mentoring clubs, supporting new club development, strengthening education engagement and working with district leaders on growth initiatives, I have seen how strong support, collaboration and member experience contribute to sustainable club success.

Serving as CGD provides the opportunity to build on this experience by supporting our District mission of building new clubs and supporting all clubs achieve excellence. I am particularly passionate about sustainable membership growth, strong club foundations and leadership development, ensuring we the members benefit from positive, engaging learning environments that encourage confidence, communication and continued progress.

This role aligns closely with my experience supporting club mentoring initiatives, Speechcraft programmes, membership growth strategies and leadership development across our clubs

and district. I look forward to contributing strategically to both new club development and the long-term success of existing clubs and our district.

**In your opinion, what are the District mission's major objectives and how would you work to achieve them?**

The District mission is not simply about building new clubs and supporting clubs to achieve excellence. It is about bringing out the best in one another. Membership growth and Distinguished performance are important outcomes, but they are achieved when we are genuinely supported in our development as communicators and leaders.

My focus would be on increasing awareness of Club Growth initiatives such as Speechcraft and Open House programmes, Club sponsors, Club mentors and Club coaches. These initiatives strengthen club sustainability while contributing directly to our leadership and communication development, whether through Pathways projects, leadership roles or progress towards Distinguished Toastmaster recognition.

By providing structured training, practical tools and consistent support, we enable our clubs and leaders to use these initiatives effectively. This includes ensuring Area and Division Directors have the knowledge, resources and confidence to support club and membership growth and sustainability within their Areas and Divisions. Sharing best practice, recognising individual and club success, and highlighting stories of leadership and growth across our district strengthens engagement, retention and long-term sustainability.

Retention comes from us seeing clear value in our development and feeling part of supportive, well-structured clubs, Areas, Divisions and District. As Dr Ralph Smedley reminded us, "*We learn best in moments of enjoyment*". When we create positive and engaging learning environments, acknowledge progress and celebrate success, we strengthen our own development, our club sustainability and our district growth. As CGD, my priority would be to ensure we have the awareness, training and practical tools needed to support both new and existing clubs and deliver the District mission in action.

**Additional information about yourself:**