



Area & Division Success Plans

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Welcome & Thank You!





Session Goals

- ▶ This session provides a framework and resources to help you:
 - Set goals
 - Create a success plan
 - Be effective in serving club leaders



Agenda

- ▶ Refresher on Planning
- ▶ Planning in Context – Goal Setting
 - Club Goals
 - Area Goals
 - Division Goals
- ▶ Area & Division Success Plans
- ▶ Questions & Discussion Throughout



Refresher on Planning



Refresher on Planning

Planning is important because it improves:

- ▶ Goal setting
 - What is the end state?
- ▶ Alignment
 - Do we share the same goals? Why not?
- ▶ Teamwork
 - How can we work together?

Without planning, chances of success plummet



Plans vs. Planning

- ▶ *"In preparing for battle, I have always found that plans are useless, but planning is indispensable."* - Dwight D. Eisenhower
- ▶ *"No plan survives contact with the enemy."* - Helmuth von Moltke
- ▶ Things won't go according to plan. That's why planning (setting goals, ensuring alignment, fostering teamwork, etc.) is so valuable.



General Planning Process

- ▶ 1. Determine what success looks like
- ▶ 2. Assess situation (ex. SWOT)
- ▶ 3. Craft plan
- ▶ 4. Review & discuss to ensure alignment
- ▶ 5. Execute!
- ▶ 6. Check Progress & Adjust
 - Review at each DEC meeting
 - Compare against reality
 - Adjust your approach, not your goal



Goal Setting



What Does Success Look Like?

- ▶ Let's be clear what success looks like at each level
 - Club
 - Area
 - Division



Club Success

- ▶ If we look at a club at the end of a program year (ex. 6/30/2020), a successful club:
 - Has 20 members or a net gain of 5 members
 - Each member achieved an educational award
 - Every new member has a mentor
 - A majority of the newly elected officers will be first-time officers
- ▶ This club will be a Distinguished Club and will be in great shape for the future.



Club Success

- ▶ To accomplish those goals, the club must:
 - Focus on member needs and goals
 - Meet frequently enough to meet educational demand from members
 - Develop each member, especially new members
 - Perform some membership-building activities

- ▶ Clubs that simply meet and fill roles will not achieve those goals



Area Success

- ▶ What does success look like on 6/30/2020?
 - 50% of clubs + 1 Distinguished or better (see club goals above)
 - Coaches assigned to clubs with 12 or fewer members (or the club declined a coach)
 - No net club loss
 - 100% of club visit reports submitted on time (minimum 75%)
 - Net gain of 1 club (lower priority; always serve existing clubs first)



Area Success

- ▶ Areas meeting the requirements above will be recognized as President's Distinguished and will be in great shape for the future.
- ▶ To accomplish these goals, the Area Director must focus on club needs and goals, visit and maintain consistent communication to help club leaders succeed.
- ▶ Visiting clubs twice a year usually won't achieve the goals above.



Division Success

- ▶ What does success look like on 6/30/2020?
 - All areas Distinguished or better
 - All areas meeting the goals above
 - 50% of clubs Distinguished or better
 - Coaches assigned to clubs with 12 or fewer members
 - No net club loss
 - Net gain of 1 club (lower priority; always serve existing clubs first)



Division Success

- ▶ Divisions meeting the requirements above will be recognized as President's Distinguished and will be in great shape for the future.
- ▶ To accomplish these goals, the Division Director and team must focus on club needs, communicate consistently, and work as a team.



Timeout: This Isn't Hard

- ▶ This isn't as hard as it sounds
- ▶ Plants grow when they receive consistent care
- ▶ The same is true for people, teams, and clubs





Principles for Success

- ▶ Relationships
- ▶ Listening
- ▶ Service
- ▶ Teaching, training, education, mentoring
- ▶ Consistency

Now let's get into the success plans themselves!



Area Success Plan





Division Success Plan





Wrapping It Up



Next Steps

▶ Area Directors

- Please draft an Area Success Plan
- Assess the situation with each club in your area
- Consider soliciting input from clubs
- Review plan with Division Director

▶ Division Director

- Work with team to draft a Division Success Plan
- Assess each area and club in division
- Review plan with District Trio roles



Good Luck!