District Officer Training (DOT)
Lisbon, 9-10th September 2017

TOASTMASTERS INTERNATIONAL

District 59

Workshop Results

What were your biggest challanges with the COT?

- Motivation
- Distances
- Communication
- Delegation
- Training of AD
- Venues
- Time Management

- Attendance
- Quality of training
- Clubs do not have money
- „Always the same"
- Day/Time
- „Changing the formular"
- Price 15-20€

Name reasons to attend a COT?

- Points for DCP
- Get connected/Networking
- Helps AD
- Understanding the system
- Values
- Growth
- Exchange ideas/practices
- Empowered
- Solutions
- Your success makes your club a Success!
- Reputation
- Learning
- Teaching
- Having fun

Name Actions you do to motivate officers to attend a COT

- Food and drinks
- Envolvement
- Quality of content
- Quality of communicaiton
- Feedback
- Survey
- Involve officers to present
- Inspire
- Show benefits for all officers
- Keynote speech
- Fund
- Role exchange from Experiences TM
- DCP points
- Combined areas
- TLI
- Include team building
- Save the date/PR
- Announce date early

Describe in 1-2 words what went well with your Club Visit (Reports)

- Eager
- **Motivation**
- **Undestanding**
- Alternatives
- **Expectations**
- **Wellcoming**
- **Self- learning**
- „you are the district"

- „Support & help"
- „best" coaching
- Differences ≠ $
- Improvement
- **Advisor**
- Progress
- Relax
- relationship

Describe in 1-2 words what your challanges were?

- Coaching
- Agenda
- Objectivity
- Support
- Solutions
- Suggestions
- Phrasing
- Timing

- Instructions
- DCP
- Meeting structure
- Too long (repetitive information)

Name reasons why clubs are not using the DCP

- Don't understand added value

- Understand it as a constraint vs guide

- Don't like it, does not align with vision

- Ignorance- impact?

- Club leaders don't think it is feasible

- Too much focus on CC vs. Leadership

- Too technical, not well presented

- Lack of tracking system

- Not aware club can develop strategy

- Club leadership is weak

- Percieved as an instrument for District Officers

- Club leaders do not take effort to read

- Lack of sense of importance

- Value to the members explanation

- Fire fighting last minute urgencies

How do you motivate clubs to use the DCP?

Reasons to do

- Make it fun
- Connect to inner motivation
- Education about DCP
- Make members aware
- Give recognition

Motivational Means

- Org. internal contest
- Promote awards, sharing success
- Ask their goas- help to rephrase into DCP terms
- Educational on „Why" of DCP
- Frame DCP score as club success
- Pay attention to DCP in club business section
- Include in club visit
- Make educationals
- Refresh DCP
- Learning moments

Which TM benefit are crucial for corporate staff and the organisation?

- Cost efficency
- Passive/active training
- Presentation skills improvement
- Proven content
- Leadership (feedback) improved
- Driving sales & constructive meetings
- Internal networking
- Motivation, energy
- Revealing skills

Best contact person in corporate clubs?

- President
- Human resources
- Someone you know (ambassador)
- Toastmaster in business
- Talent management, C&D
- Power to pay!
- Sales director

How do you motivate clubs to install/improve mentoring?

- COT → VPE training
- Concrete action plan
- Best practices→sharing
- System and followz up (VP Mentoring)
- Make it fun – Example „Marriage match"
- Mentor profiles filled out in Advance and/or members fill in their needs
- Marketing tool→give to guests
- Senior membes setting examples
- awards

How do find new ressources for your Events?

- Legal associations to get support

Money

- Sponsorship
- PR/ads
- District funds- use budget as available
- Training/demo
- Represent €€

Events

- Sell event / clear image
- Corporate summit and demo meetings
- Max. use of social media
- See potential in community organisation

People

- Guest speaker
- Use your own excellent TM members of other divisions
- Winners of division/district

Venue/logisitics

- Free venue
- Corporat clubs
- Public venue- broad audience
- Exchange training or workshop for free/low charge
- Inquire through social network
- Best practie
- University halls

How do we support weak and understrength clubs?

Weak club<12 members, understrength club <20 members

Club coach for weak clubs: 100€ support by district

- Phoenix clubs – understand reasons to leave or why they do not participate

- Define a plan – facebook + meetup + eventbrite

- Visit other clubs (guest from a big club)

- Shy people → visit „small clubs"

- Guest speakers → maintaine quality

- Guest →involve them→timers

- Demonstration

- Getting Club officers committed→will push members

  → leading by example
  → tell them about benefits of joint events

How do you find new Leaders?

- Participate & observe events outside club/area/division

- Talking to people

- Asking questions

- Look for the regular /active members

- Use marshall tool to find ALB/ALS

- Start new/crazy projects and see who raise hands

- Sent out a questionnaire

Which special events will enrich my Division this year?

- Christmas party
- Summer party
- TLI
- Carnival party
- Evaluation workshop
- Ignite (Public speaking event)
- Open language competition
- Any kind of open contest
- Social activities
- TedX (Uni)

- Summer School
  - Poetry Contest
  - Mini Conference
  - Body Painting
  - Fundraising
- Skype meetings
- Webinar
- Shower of Evaluation
- Youth leadership program
- Demo Meeting
- Corporate summit

How do you start to build a bridge to pathways?

- Plan transition with experienced members → motivation

- Use it on new clubs

- Share experiences of converted members

- Guidelines to suggest to members if to stay with old or go to pathways

- Need better understanding of the transitional period

- AD bring all existing information into the clubs even if parts of it are still incomplete

- Info session CO – members experience through mentor decision

- VPE needs a pathway assistant

- Take stock of left-over „old-programs" pins and avoid overordering (investigate to selling back to TMI)

- Mentors & VPE work together