

Succession Planning



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Importance of Succession

Leadership burnout

Stagnant programming

Overreliance on small number of leaders

Appeal to new and younger members

Freeing existing leaders to go to the next level

Abandoning “this is how we’ve always done it”

Future club/regional growth



It All Starts with Membership

- Greet potential members enthusiastically
- Find out what they are seeking
- Learn about their interests
- Explain how membership may benefit them
- Introduce them to others
- Find a small role for them to help
- Develop programs to fit new member needs

Hello

New Members



Committees: the Foundation of Future Leaders

- Use event planning as a forerunner to committee involvement
- Engagement in committees develops leadership skills
- Start small and offer positions which match interests and abilities
- Be as positive and encouraging as possible to increase interest and confidence
- Active members become future leaders



Qualities of a Leader



- Seeks to serve
- Strives to inspire
- Gives but doesn't seek kavod (credit)
- Listens more than speaks
- Thinks before acting
- Acts rather than reacts
- Conveys a vision
- Teaches by example
- Communicates clearly
- Brings people together
- Earns the respect of others



**"SAY LITTLE AND DO MUCH, AND RECEIVE
ALL MEN WITH A PLEASANT
COURTENANCE."**



SHAMMAI, PIRKEI AVOT, 1:15

makeameme.org

**"A good leader is
a person who
takes a little
more than his
share of the
blame and a little
less than his
share of the
credit."**

— John C. Maxwell

Parade

**"TRUE LEADERS
DON'T CREATE
FOLLOWERS.
THEY CREATE
MORE LEADERS."**

TOM PETERS



Succession Planning



Developing a Map for the Future

- Assess your current club/region strengths and weaknesses
 - Programming
 - Membership
 - Leadership
- Explore your leadership needs for the next several years
- Evaluate and adjust current succession plan
- Tapping present leaders vs developing new leaders
- Help create a tangible big vision of where you want to go
- What will be needed to get you where you want to be?





The Nominating Committee

- Nominations may be handled by the committee, officers, and past presidents
- Identify individuals who meet the competencies of a given role
- Present the slate of officers at a board meeting
- Check your by-laws to determine nominating committee guidance
- Utilize past leaders as much as possible to scout talent
- Asking someone to fill a role may yield immediate results or may plant a seed for future involvement
- On the regional level, club visitation is a critical part of getting nominees
- Tapping into recent club leadership is most productive



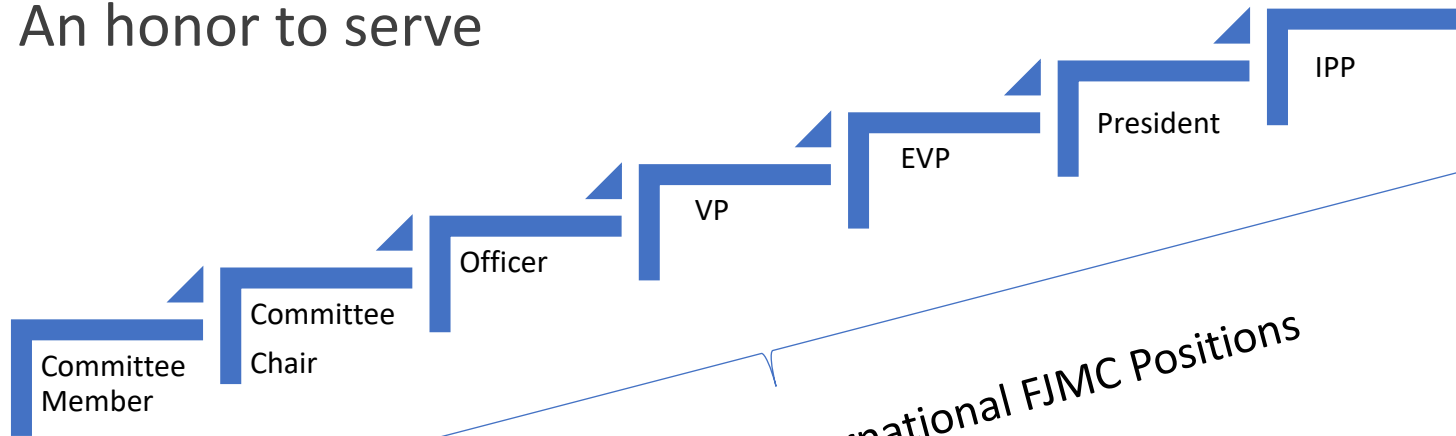
Encouraging Growth

- Allow time for development
- Nourish interests
- Give room to spread
- Be the light
- Help develop roots
- Learn what makes them unique
- Encourage reaching new heights
- Offer protection
- Stand by but don't crowd
- Share the joy



The Growth Ladder

- Intuitive natural progression
- Set expectations
- Reward excellence
- An honor to serve



Repeat for Regional and International FJMC Positions



Long Term Planning

- Create commitment expectation
- 4-8+ years of engagement



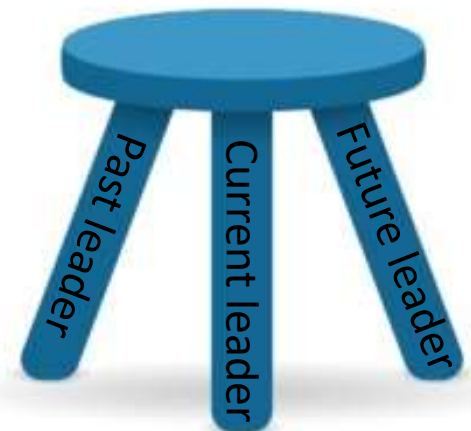
Critical Steps

- 2nd or Admin VP commits to becoming EVP
- EVP commits to being president
- Make sure president has plenty of support
- President/nominating chair help select new leaders
- Keep immediate past president involved
- Start the process 6 months in advance
- Rely on personal contact, not simply email invitations
- Strategize who should make the ask
- Fill your slate completely



Triad Approach

- Utilizes three-person leadership:
 - Current leader – takes responsibility
 - Past leader – offers historical view and mentoring
 - Future leader – helps and prepares to take over
- Builds continuity
- Provides support and mentoring
- If you want a red-hot group, be white hot
- Develops leadership skills
- Enhances successful programming





FJMC Resources on fjmc.org



Involving Jewish Men in Jewish Life

Home Annual Activities Programs About Us Regions Clubs Awards Publications FJMC Store

Biennial Convention
Leadership Development
Institute (LDI)

Attracting Younger
Members to Your Club

Consultants
Volunteer Leadership Tips
Club Membership Campaign

Torch Awards

Online Webinars
Podcasts
FKMC Advantage

Resources for
Leadership

Succession Planning



Meetings

"If you want to strengthen your club and create leaders, get your members to retreats and the fjmc convention."

Paul Davidson



Get Away for a Weekend with the FJMC Middle Atlantic Region!



**11TH QUAD-REGION
Biennial Retreat**
in the Beautiful Poconos!
FRIDAY - SUNDAY
JUNE 10-12, 2022
CAMP ZEKE, LAKEWOOD, PA
www.campzeke.org

- Evening Silent Auction
- Leadership Training
- Nature Walk with Robert Ash
- Golfball, Fishing, Hiking
- Horseshoe, Shuffle & More!
- 1 Station Booth
- High 5's Award
- General: Stuffed Experience
- General: Free Wine, Beer & Soda
- Reception: Share the News

Retreat Registration: \$140 per person
(Single Room or to Room Requisition: \$180/night)
Questions? Contact: Mike Miller: miller121@gmail.com
or: Jack Berman: bermanj@fjmc.org



The Retreat 2022
June 9 - 12
Camp Ramah, Palmer, MA



Executive Summary

- Succession planning means success in developing leaders
 - Focus on attracting new members
 - Offer small roles to start
 - Committees are foundational to leadership
 - Personal touch of the nominating committee
 - Growth ladder with multi-year terms
 - Increasing responsibility prior to presidency
 - Keep former leaders involved, provide mentoring
 - Use the Triad Approach
 - Encourage participation in ongoing training





**THANK YOU
FOR
YOUR
ATTENTION**

