

Professionalism in Rotary

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Are we *not* professional?

In **Rotary**, we are:

Amateurs (from *aimer*, to love)

Volunteers (from *vouloir*, to want)

In our **professional** lives we've developed
so many skills, styles and attitudes.

Some serve us well in Rotary. Some do not.

‘Leaders in our professions’

But just normal mortals in Rotary.

We are of equal status,
re-earning respect through
utilising relevant skills and attitudes
to give service while enjoying fellowship

In Rotary, leadership is everything

By and large

it is the Club President who determines
how much good is done in their year
and how good a time people have doing it

They determine if...

- Energy is high, aligned and positive
- Attendance at meetings/committees is good
- New members join, existing ones stay
- Involvement in projects is high
- They achieve high impact

The job is awesome and undelegatable

4 Habits of highly effective Rotary leaders

- Leadership style
 - Mobilisation and motivation
- Leadership for what
 - Vision and implementation
- Leadership and funding
 - Sources and uses
- Leadership beyond the club
 - Leverage and linkages

Leadership style: Mobilisation and motivation

...for peer professional volunteers!

- No firing or pay cuts... just motivation – usually through showing respect and recognition
- Leader of leaders
- The flattest of pyramids
- Consulation, delegation, coordination, feedback
- Constant one-to-one interaction
- Facilitation with a light touch... not stern parent
- MC of 52 shows – the weekly meeting

Just a thought

In Rotary we deal with peer professional volunteers, so we only have so many tools available with which to motivate them.

What if we took more of the lessons learned from Rotary leadership back to our work places?

NB

Those in steep or small pyramids –

Founder/owner/entrepreneurs

Professionals: lawyers, doctors, professors

Blake's Grid



More on mobilisation and motivation

- Over-communicate – keep the e-mails coming; purposeful website and newsletters
- Each to contribute where they can and wish
- Utilise ‘untapped resources’:
directors, vice-president, past-presidents,
committee vice-chairs...
- Plunge newcomers in at the deep end
- Rehabilitate lost souls
- Attract new members... because there's a buzz

And how you get the buzz...



Many Rotarians are poor with people

Including many leaders.

Most have no idea they are.

Hold the mirror!

Leadership for what: Vision and implementation

- Start with the SWOT
- Building, sharing, living the vision...
and the values
- Hit the ground running; early success
- Big focus areas: *must* happen
- High performance project teams
- Meetings, minutes and follow up
- Change & continuity: the annual cycle

The secret to continuity

Grandfather – father – son

Mentor – Incumbent – Incoming

Leadership and funding: Sources and uses

- What do the projects need?
- What resources can we mobilise?



... and keeping the two together, to achieve:

- Mutual motivation
- Realistic expectations (cash flows!)...
including between years

Leadership beyond the club: Leverage and linkages

- Synergy with other Clubs in your city, country, District
- Partnering with other Districts;
The Rotary Foundation
- Lions, Round Table...
- Interact and...

Rotaract

- Normal relationship:
 - Parent-child - patronising
 - I'm OK, You're not OK
 - Arm's length
 - Unfulfilling, uneasy
- Potential relationship:
 - Adult-Adult
 - Mutual respect and motivation
 - Mutual learning and support
 - Rewarding, enjoyable

Withdrawal or reaching out?

Who makes the first move?

The ones who have identified how they can
contribute and benefit
at the club *and* individual level.

Enrich, engage, enjoy!

Missed opportunity

Rotaractors forget that they are tasked with developing themselves professionally.

And they forget there are so many Rotarians who can strengthen them,
within projects, at workshops, as mentors.

And Rotaractors can 'inverse mentor' Rotarians,
invigorate them with youthful energy

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Plus Covey's 7 Habits

And his 8th –

From effectiveness
to *greatness*

A concluding thought

Among the criteria for judging the
Best Club in the District,
let's make sure we recognise:

“The most professionally led
and managed Club”

Are your expectations high enough?