



Succession Planning

NAYEN 2017 CALGARY


MIKE DELUCA AND RICH CAPP



It is not just about who
is going to be chair

Its about getting
volunteers and sharing
the work

Where to Recruit


- All District Events
 - Club Events
 - Youth Exchange Events
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NORTH STAR YOUTH EXCHANGE OPPORTUNITIES LISTING 2016-2017

- Long-term Country Officer/Associate (in and out)
- Short-term Exchange Officer/Associate (in and out)
- Club Officer Coordinator (empowering club YEOs)
- Help with Rotex
- Marketing (Press releases, writing articles,
- Financial (assist with finances, bills, budgets)
- Legal (review policies/documents, interpretations)
- Web: Assist maintaining the Web/online system
- Insurance- assist with reviewing policies
- Building a social media presence for North Star
- Interviewing potential outbound candidates
- Orientation of new students
- Participate in parent panels at orientations
- Assist with overnight event-chaperone
- Chaperone East coast Trip
- Greet students at the airport
- Assist with greeting events (welcome center)
- Assist Country Fair

Divide the Work

- Administrative
 - Club Support
 - Country Officer Support
 - Critical Incident / Legal
 - Orientation and Program
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Administrative

- Insurance
 - Travel
 - Executive Assistant
 - Responsible Officer
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Club Support



Country Officer

- Manage Inbound and Outbound
- Contact Person for Exchange Partners
- Goal is to Have a Partner for the Exchange Officer
 - Help with duties
 - Succeed the Exchange Officer

Critical Incident

- Not Distract the Chair
- Investigate and Bring Recommendation to the Chair

Chair Elect

- Experience with both Clubs and Students
- Selected by Panel of Past Chairs and Current Chair

Chair

- Oversees the program
- Direct Line to the District Governors
- Vision
- Makes the decisions
 - Caution: Avoid disrupting the organizational flow

What Happens When People's Plans Change

- Where Replacements Come From

Contact Info

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