

Additional Candidate Showcase Questions

TRIO

1. Being Distinguished is an important goal for all District leaders. However, in the home stretch, some leaders resort to unethical practices in order to achieve Distinguished status. What should be done to prevent this from happening, how can this be monitored and what should the consequences be for those who engage in this activity?

The trick to monitoring for unethical practices is to keep a close eye on the dashboard throughout the year. As you watch DCP points come in, you should see a gradual increase toward those goals. Any sudden spikes toward the end of the year would make me take a closer look. However, many clubs *do* get a final push towards their goals that is legitimate. For example, a VP-E may review speeches and find that members have completed levels that were not recorded. A spike across a whole area or division would be cause for concern. The consequences should be swift and sure: removal from office, and no credit given for the year.

2. Describe a successful team you led.

I would go back to my stint as Division Director. Although we didn't achieve a distinguished status (we had two clubs fold in one area at the same time), we did become a cohesive team that managed to build good relationships with clubs, and we all worked hard to achieve our goals, even though we started in the hole, so to speak.

3. Please provide a specific example of when you developed a strategic plan and it was implemented successfully.

The nature of my day job is strategic. I help clients solve problems and plan for the future. I had one (very large) client who was challenged in keeping their IT environment current. With the help of my team around me working in concert with the client, we were able to put plans together for firmware and software upgrades that were minimally intrusive in five different environments. Although I was the main point of contact for driving the plan, it would not have happened without a team bringing the vision to fruition.

4. How will you go about executing the mission of the District?

The district mission is the Club Growth Director's mission. "We build new clubs and support all clubs in achieving excellence." I am looking to build my team with exceptional growth and retention chairs, and leveraging our collective expertise in virtual meetings. I also want to leverage our Division and Area Directors to assist more directly in growth and retention as they are the "faces of the district" to our clubs.

5. How can we ensure the long-term success of the District?

There are two prongs for long-term success. One is staying relevant to the times (e.g., virtual meetings) and the second is keeping content fresh and engaging. We need to keep showing our value prop to potential members. If we continue to meet our members needs, and continue helping them to grow, our long-term success is all but guaranteed.