



District 8 Toastmasters

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Where Leaders Are Made

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Long-Range Planning Committee Report for 2018

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On behalf of the Long-Range Planning Committee, I proudly submit our report for 2018. We hope these suggestions can be incorporated as we move into 2018-19.

Our report is divided into 3 areas of focus: Peer to Peer Mentoring, Recruitment with a Focus on Diversity and Inclusion and Member Retention. Each area of focus was carefully researched and reviewed by select committee members as noted. Going forward I know they all will happily lend their support and leadership to their area of focus.

Area of Focus 1

D8 Peer to Peer Mentoring - (D8 PTPM)

Or one can spell out, PTPM as “Pathways to Proud Members” © F.C.

Written by: Parshu Anantharam
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What is Mentoring?

The traditional and established idea about mentoring is that a transfer of wisdom from a wise and trusted counselor takes place. A mentor cares about her proteges and goes out of his or her way to see that they get the best possible chance to fulfill their career potential (O'Brien, Bigar, Kessler, & Allen, 2010).

Mentoring types and definitions:

Mentoring can play an important role in the personal and professional development of anyone. In academia, Mentoring is a credible theory described as “a process within a contextual setting; a relationship between a more knowledgeable individual and a less experienced individual; a means for professional networking, and sponsoring; a developmental mechanism (personal, professional, and psychological); a socialization and reciprocal relationship; and the opportunity for identity transformation for both the mentor and the protege (Tillman, 2001, p. 296).”

Formal Mentoring program is structured; the pair of mentor and mentee is assigned by the organization. A formal relationship lives for a specified amount of time and ends when the time is up. The formal mentoring programs have contracted goals and a specific timeline (Murray, 1991; Zey, 1985). They provide the detail guidelines for interaction frequency and interaction content (Eddy et al., 2001; Ragins et al., 2000).

Informal Mentoring is described as “a process for the informal transmission of knowledge, social capital, and the psychosocial support perceived by the recipient as relevant to work, career, or professional development; mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protege).” (Bozeman & Feeney,)

Mentor: Traditionally, Mentor is defined as a “teacher, adviser or sponsor/supporter”.

Mentee / protege: Mentee is defined as a "Beneficiary of such teachings, advise or sponsorship". The terms mentee and protege are used interchangeably.

Peer to Peer mentoring

Peer mentoring is described as mentoring with peers with the same or slightly more experience. Another significance is that they act as friend / buddy for each other with mutual consensus. The key distinction is that it is a “dual role” as both person will have a role of mentor and mentee for each other. Because they both will be at approximately the same level in their Toastmasters journey, regardless of their age or status.

District 8 peer to peer mentoring

This is a unique idea to develop a PTPM in District 8. It is unique, as the objective is to initiate and encourage a “reciprocal mentoring” between two Toastmasters who want to take up the journey of Toastmasters together and bounce ideas, challenges and opportunities with each other, outside of their own circle of TMs. Examples can be of organizing events together and attend training events, contests etc.

PTPM is not meant to replace the regular mentoring programs within clubs. This is an additional resource to offer an informal friendly support to two persons, who are like-minded and/or on the same path. It is completely voluntary, without any obligation toward each other except a genuine reciprocal support. PTPM is geared more towards Toastmasters who are not neophytes, but are looking to progress beyond the initial phase.

Suggested guidelines

- Informal mentoring process:

A Reciprocal “mentoring friendship” based on personal Toastmasters goals.

- How to identify a mentor / mentee?

Attend Area, Division, District events and see if there is a mutual fit with each other.

PTPM Events: The suggested strategy is for the District to initiate and organize group networking events (meet and greet type) without any training and/or official TI event involved, inviting members (specifically newer/young members) to come and chat with each other.

- Not one size fit all:

So, figure out what will personally be a better fit for you as a mentee and a mentor.

- Key Focus is on the growth and success for both mentor and mentee, as a Toastmaster.

Note: It is not about selling or buying products from a mentor or mentee or help in any kind of business endeavors.

- Meet regularly – recommend meeting at least once a month for 4 months

Successful PTPM

1. Listen to each other
2. Provide advice rather than answers
3. Connect Toastmasters skills and goals to career/personal goals
4. Encourage each other to be intentional and proactive
5. Practice the Core values of Toastmasters
6. Consult when handling leadership challenges

Suggestions for District event to promote PTPM

- Organize, regular and independent PTPM networking events for 60 to 90 minutes at coffee shop / meeting rooms / happy hours. This would be an independent, no agenda attached, pure conversational event with a focus to discuss topics of mutual interest among Toastmasters about their ongoing Toastmaster's journey. This will help in identifying people with whom they can get along and act as support in the form of reciprocal mentor and mentee.
(A suggestion is to have some knowledgeable Toastmaster (identified by District Trio / PTPM Chair) to act as a facilitator. For example, a facilitator will start the meeting, giving overview of the program for 5 minutes and then let people chat with each other for 40 to 50 minutes or however long people want to chat.)
- Introduce the purpose of the event with an overview of the PTPM program.
- Have events in conjunction with other district events, so attendance is maximized.
- The event needs to be casual and unstructured.
- Using name badges with the current Pathways Path name or stations for each Pathways Path mas help Toastmasters to meet a peer mentor with similar interest.

Disclaimer: Participation in the PTPM program is totally voluntary and is not mandatory. The program is not intended to replace or hinder the mentorship program provided as part of Pathways or mentorship at the club level. Participation in the PTPM program is not binding in any manner and it is at the sole discretion of the parties who choose to take advantage of it.

Area of Focus 2

Subcommittee for Recruiting With a Focus on Diversity and Inclusion

Committee Members: Monaye Dockett, Cindy Larm, Curtis Scroggins

Topics of Focus

Following initial discussion with the Long Range Planning Committee, it was determined the subcommittee would focus on the following three areas:

- Adding a Diversity & Inclusion session to TLI to either be taught by a current member or an organization that specializes in that area (ex: www.dapstl.org, etc)
- Identify audiences that have not been reached before: All classes (lower, working, lower middle, upper middle), entrepreneurs, gender, race, cultures.
- Recommend the District seek out and reach out to ethnic minority groups for demonstration meeting opportunities including Black History as a platform.

Recommendations

Suggest the District put a leader in charge of each focus area: Topic 1:

Adding a Diversity & Inclusion session to TLI

- Session could be added at TLI and Conference
- Session to be taught by someone experienced in diversity, possibly a current member or an organization that specializing in that area.
 - Suggest District reach out to a group like DAPSTL (Diversity Awareness Partnership of St. Louis) for possible workshop leader.
 - Suggest District reach out to someone like Monaye Dockett, who has experience in diversity training.
- Session could include link to online test participants could take to uncover any hidden biases such as [HTTPS://implicit.harvard.edu/implicit](https://implicit.harvard.edu/implicit)

Topic 2: Identify audiences that have not been reached before: All classes (lower, working, lower middle, upper middle), entrepreneurs, gender, race, cultures.

- Contact organizations representing under-represented groups including Union groups
- Inform groups of what Toastmasters does
- Offer demonstration meeting opportunity
- Work with District Public Relations Manager to encourage more participation in social platforms like MeetUp

Topic 3: Recommend the District seek out and reach out to ethnic minority groups for demonstration meeting opportunities including Black History as a platform.

- Possible opportunity to contact DC Cooper to perform speech by Dr. King
- Possible opportunity to contact Kathy Jo Facto for presentation on history of slavery
- Encourage District to participate in Black History Month activity
- Investigate opportunity for expansion with the Chinese community in Rolla Missouri
- Investigate opportunity to participate in Festival of Nations celebration in St. Louis

Area of Focus 3

Membership Retention

Committee Members: Sandy Kardis, Tim Spezia, Lora Mather

It is just as important to retain current members as it is to gain new members. The key to retention is a high-quality club experience where the members are provided a rewarding, educational experience in communication and leadership development. To accomplish this, clubs can do many things. For example, consider adding freshness, fun and vitality to meetings by raising the creativity factor and increasing ways to recognize members.

The Membership Retention Committee identified numerous ideas to help clubs keep members satisfied, excited, and engaged in their Toastmasters experience. To share them with all District 8 members, the following are proposed: 1.) share Best Practices at a Toastmasters Leadership Institute, 2.) post a Best Practices document on the District 8 website to be found at www.dist8tm.org/resources and 3.) encourage clubs to submit their success stories for the Communic~8.

Best Practices - Membership Retention (for District 8 website)

The key to retention is a high-quality club experience where the members are provided a rewarding, educational experience in communication and leadership development. The program (meeting) should meet the Toastmasters standard of excellence for variety, imagination, and participation with positive, fun and uplifting meetings.

A. Keep members engaged.

Develop a communication plan where the club Secretary sends out meeting minutes after the club meeting, VP Education sends out meeting roles for the next meeting, and a Toastmaster follows up to complete agenda.

Have a Scavenger Hunt with questions members can answer from www.toastmasters.org and www.dist8tm.org. Give a prize(s) to those who complete a form and turn in within specified time. Hold new member inductions with mentors. Present certificate that is available on TI. Take photos. Give to members and post on club's Facebook or website.

Vote on and award a club member a Toastmaster of the Year award.

If club has monetary resources, shop TI for items to present to members.

Add creativity to club meetings with: a different room layout, a grab bag meeting, a debate, a speech marathon, a reverse meeting, and special events such as workshops, holiday parties, and outdoor meetings.

Keep them informed about Pathways.

Keep them informed about area, division, district and TI news. Encourage them to read our Communic~8 and the TOASTMASTER magazine. Highlight an item from one of them during the club business meeting.

Designate club officer, preferably the VP Membership, to follow up with members who miss several meetings in succession. Mentor could also do this.

Use Moments of Truth to develop a list of improvements and how they can be accomplished. Be open to suggestions.

Ensure all members have an opportunity to speak at the club meeting. If members do not have a role, be sure to call on them for Table Topics before calling on guests.

B. Recognize members' achievements.

It is the little things that matter. Recognize a member for doing an outstanding job of (fill in the blank) at the meeting. Use the Pathways digital feedback badges to recognize efforts.

Hold an end-of-the-year meeting to acknowledge members' achievements in their Toastmasters and personal lives: club officers, club DCP goals attained, membership (retained and new members), members who earned an educational/leadership award, mentors, members who participated in contests, members who assisted at district events, member with good attendance, and personal achievements. Serve refreshments.