

# Succession Planning Questions- MAR Discussion Breakout Session

1. What do you believe is the biggest concern your club/region is dealing with regarding succession planning?
  - The Pandemic has put a 'wrench in the succession planning' for our clubs since difficult to be in optimal personal contact with volunteers and future leaders.
  - Need to find ways to attract and engage younger Synagogue members to become future club leaders
  - There are too many competing groups from both in and outside of our Synagogues working to attract potential volunteers and future leaders especially in regards to the younger members..
  - These competing groups are tapping the same people, and with limited available free time, forcing potential volunteers and leaders to make choices.
  
2. What has motivated you to get involved in leadership at any point in your life? How might you engage others in a similar manner?
  - One motivation was to set an example for my son.
  - Having more time available at this point in my life to be more involved.
  
3. What challenges do you currently face regarding succession planning?
  - No pipeline of future leaders in place with current leader wanting to finish extended term.
  - Nobody capable in line to handle the job of club president
  - Needing a person with both the 'skills and the will' to step forward
  - Needing to attract younger club members
  
4. What action steps can you take away from today's session which you plan to apply within your club/region?
  - The personal contact is so very important in engaging volunteers and targeting them to towards future leadership
  - Building a pipeline of leaders by beginning with asking volunteers to start with small tasks and then eventually increased responsibilities including committee leaderships to prepare and gain confidence in advance of moving forward with eventual club top leadership
  - Building leaders is a multi year process to have them gain the knowledge and confidence.