

BACK TO THE FUTURE... GROTTO STYLE

SETTING UP FOR SUCCESS IN YOUR GROTTTO

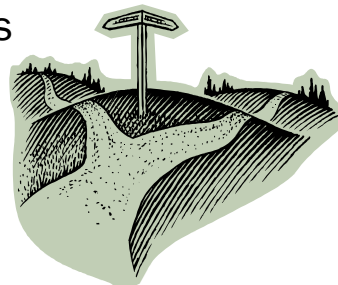
Grotto Style
Not David Style



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January 2014

WHERE ARE WE GOING?

- Stagnant to dwindling membership
- Fewer and fewer activities
- Less dedication from younger members
- Apathy is taking root in membership



THE COURSE WE WANT TO CHART

- Growing membership roles
- More and better attended activities
- Dedication and involvement of all members
- Create a sense of Community



3 KEYS TO GETTING ON COURSE

- Effective communication with membership
- Quality leadership
- Setting and maintaining long term plans and goals



COMMUNICATION

Traditional Means

- Stated Meetings
- Phone Calls
- Newsletters
- Mailings
- Visits

Newer Means

- Email
- Social Media
 - Facebook
 - Twitter
- Text Messages
- Web/Blog Sites



TIPS ON COMMUNICATING

- Be timely, do not wait until the last minute to get the word out
- Be clear, get the message out in an understandable way
- Be near annoying, get the word out in ample amounts, if you do, they cannot fault you for not trying.

A FEW DOS AND DON'TS

- Do maintain a positive attitude
- Do ensure that every member is being reached
- Do talk up the good
- Do try new things, be creative
- Don't admonish members
- Don't forget the widows and families
- Don't dwell on the less successful

LEADING THE GROTTO

Quality Leadership of the Grotto Sets the Tone



Men make history and not the other way around. In periods where there is no leadership, society stands still. Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better.

-Harry S. Truman

WHERE IS THE LEADERSHIP

- Monarch, for obvious reasons
- Chief Justice and Master of Ceremonies, for the planning they are doing for the future
- Secretary, for being a gate keeper of communication and business
- Members, specifically the ones that push or guide the Grotto

WHAT IS A GOOD LEADER

- Well organized
- Has eyes towards the future of the Grotto
- Helps to setup the future leaders for success
- Embraces communication
- Is an arbitrator open to change
- Is an enthusiastic sales person

Leaders must be close enough to relate to others, but far enough ahead to motivate them.
-John C. Maxwell

NOTES ON LEADERSHIP

Importance

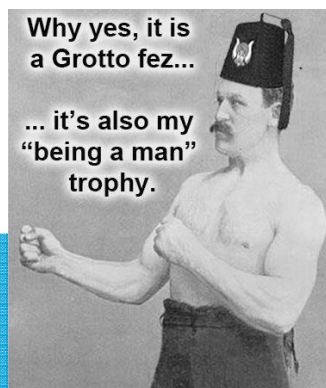
- Sets a tone in the Grotto
- Bring people together
- Set or keep the Grotto on course

Pitfalls

- The “Its My Year” attitude
- Tyrannical use of power
- Undermining the well being of the Grotto

PLANS AND GOALS

Planning and setting Goals for the Grotto gives direction to the future



3 PLANS TO CONSIDER

- The Current Year Plan
 - What are the goals and events for this year?
- The 5 Year Plan
 - What are the goals and large events for the next 5 years?
- The Succession Plan
 - What are the plans and goals for developing and handing over key leadership positions?

THIS YEAR!!

- Smaller events and meeting agendas set as you go
- Setting up for the following year
- Following through with larger events and longer plans that come to fruition
- Aids in reaching the goals in the 5 Year Plan

5 YEAR PLAN

- Large and complex events may fall into this plan
- Sets long range goals, such as membership and fundraising
- Give a guiding purpose to the Grotto's activities
- Works with the Succession Plan for leadership development
- Use feedback from members to define goals

SUCCESSION PLANS

Not a
“Last Will and Testament”

But a
“Will and Testament to
Continue”



"I'm making out my will. Is there anything you want me to leave to you, other than debt?"

SUCCESSION PLAN BASICS

- For line officers, the transition of power and duties while filling the chairs
- For Secretary and Treasurer, the smooth handover of records and processes
- For all, a plan for helping develop skills to fill positions.

PLAN ON THE NEXT GENERATION

Plans Will:

- Help with an unexpected vacancy
- Assist when someone retires
- Provide continuity and stability

Plans Can:

- Empower the next generation members
- Make changes easier to accept
- Be revised as times and situations change



GROTTO FOREVER

- The future of the Grotto is not the past, but the past can provide lessons to guide us into the future.
- Society and culture have changed and will continue to change, the Grotto must change as well.
- We can build the foundation for the future.

