



District Success Plan

District 106

District Mission and Purpose

The District mission is to build new clubs and support all clubs in achieving excellence.

The District purpose is to enhance the quality and performance and extend the network of the member clubs of Toastmasters International within the boundaries of the District, thereby offering greater numbers of people the opportunity to benefit from the Toastmasters education program by:

- Focusing on the critical success factors as specified by the District educational and membership goals.
- Ensuring that each club effectively fulfills its responsibilities to its individual members.
- Providing effective training and leadership-development opportunities for club officers and District leaders.

Team Composition

Name the members of the District's core team.

Name the members of the District's extended team.

District Director Program Quality Director Club Growth Director

Club Extension Chair Club Quality Chair Training Director District Chief Judge

Core Values

Toastmasters International's core values are integrity, respect, service, and excellence. These are values worthy of a great organization and should be incorporated as anchor points in every decision made within the organization. Toastmasters' core values provide a means of guiding and evaluating the organization's operations, planning, and envisioned future.

What are the District's core values?

Recognize Family Teamwork Serve to Learn
--

Team Operating Principles

What principles does the team hold? (These principles might include trust, safe learning, collaboration, etc.)



Family First
Work in a Team
Always Ask for Help



Potential Obstacles

What obstacles will the team have to consider when strategizing? (These might include conflicting personal commitments, distance, unresolved conflict, etc.)

Time and Distance

We all come from different background, mindset, and different cultural background. **Every person has equal right to say their opinion, everybody respects everybody's opinion and consider while making any decisions.**

Therefore, we all must recognize that we all are here to serve one purpose.

Meeting Protocol

In general, how will the team process tasks? (For example, consider how often to meet or call, what the team's meeting practices will be, etc.)

Trio member will meet Every Friday 7 am Early morning
Trio Members meet with their team (committee chairs) monthly
Division Directors Meet with Area Director Every month
Quarterly Trio meets with Division Directors

Team Interactions and Behavioral Norms

How will decisions be made?

Final Decision is taken by District Director
For Training and Conference and Contest by Program Quality Director
For new Membership, retention and new Club by Club Growth Director

What will be the team's method of communication? Determine the team's first preference, second preference, and so on.

Trio Members mostly correspondence via email and if emergency Text
Trio to Division Directors mostly via emails
Division Directors to Area Directors
(via all methods of communication as per AD preference)

What will the communication parameters be? Parameters might include whether the team communicates by phone or email, whether the team sets up a weekly conference call, or how often team members can expect to communicate.



We have collected the best way of communication methods to each other.
Normal communication 1) zoom 2) email, Urgent via text or call and normal business in-person meetings.



How will the team resolve differences of opinion?

Every voice will be heard, and different opinions are respected. The common goal is to make District Distinguished. If there is conflict, we might go for voting following Roberts rules of order, this is the least preferable option. Team leaders are asked to compromise and make consensus building.

How will the team support one another?

Teamwork is the core strategy to work. We all here to serve members and learn. Everybody has strength and weakness. Helping other means helping the team. Division Directors are the key coordinator to help Area director to promote teamwork by helping Area Director assisting each other especially speech contest, club visits.

How will the team ensure equitable participation when completing activities?

We can observe via task accomplishment and their team involvement. District Director vision is to “work in a team” and “Always ask for help”.

How will team members be held accountable for their responsibilities?

Each Leader is clearly assigned roles and responsibilities by distribution of District Officer Manuals and Trained via District Officer Training. Frequent meeting and follow up from Trios, Division Directors ensure that all leaders are up to speed. Listening their reports monthly, quarterly. If not up to speed a special 1:1 meeting will be organized to ensure each leader understand their responsibilities.

How will the core team and extended teams be recognized for their efforts?

A recognition program is organized to ensure that high achiever is always rewarded like Area Director of Year, AD of Division and various recognition awards in TLI.

Starting Number

e

Membership payments base

Club base

Number of Division and Area Directors

Qualifying Requirements

Submission of District Success Plan by September 30



Submission of Division and Area Directors
Training Report for 85% of Division and Area
Directors by September 30

Number of Division and Area Directors x
0.85



Goal 1: Membership Payments Growth

Distinguished	2943	Membership payments base x 1.015
Select Distinguished	2987	Membership payments base x 1.03
President's Distinguished	3045	Membership payments base x 1.05
Smedley Distinguished	3132	Membership payments base x 1.08

Situation Analysis

What is the current situation in the District? How many membership payments did the District have last year? Does the District have special challenges? (One situation might be that membership payments usually arrive close to deadline making it necessary to hurry to meet goals.)

Due to pandemic, lot of members are not renewing membership because of zoom fatigue. Even effective meeting run via zoom, its might not the members are looking for, so membership payment drastically dropped. Ineffective follow up for membership renewal, ineffective quality meeting in virtual environment might not inspire members to renew or join.

Strategy

What strategies will the District take? What has worked in the past? What has not? What new programs or incentives could the District implement? How will the District promote existing programs? How have other Districts been successful? What could the District do to stretch this goal? (The strategy might include tactics, such as creating a contest promoting early submission of membership-renewal dues.)

We are promoting new normal and encouraging clubs to meet in person based on members' demand. Encouraging officers for quality meetings, encouraging presidents and treasurer for follow up for membership dues. Disclosing members that non-renewal membership might hurt submitting awards

Tactic 1	Encourage to run quality meeting in person
Tactic 2	Training President and treasurer for effective follow up for renewal
Tactic 3	Encouraging members to renew on time to get educational awards recognition
Tactic 4	Establishing a Program Quality Committee to visit clubs and promote mentoring
Tactic 5	Follow up with reviewing of Dashboard reports, Division Director Follow up

Resources

What people, equipment, meeting places, and money does the District have at its disposal? What committee could work toward the goal? Are any members interested in heading projects toward leadership goals? How much money has been budgeted for achieving this goal? (Resources might include Area and



Division Directors and gift certificates to the Toastmasters store.)

Club Officer Training for Membership Renewal and strategies
Promote Program Quality Committee and Mentoring Events



Assignments

Who is in charge of each tactic? Who is on each team? What are each team member's specific responsibilities?

Club Officer Training via District Training Team
 Program Quality Team Via Club Growth Team
 Dashboard report via Club Growth Director to Division Director

Tactic 1	Special Training/Breakout Session for Membership Renewal via COT
Tactic 2	Monthly review of new members addition and recognition
Tactic 3	Quarterly Review of Membership Renewal and find solutions for renewal growth
Tactic 4	Heavily Promote Quality Meeting and membership renewal
Tactic 5	Dashboard Review and follow up with Area Director and Division Director

Timetable

When will each tactic item begin? When will each tactic item be complete? How will progress be tracked?

Quality Meeting will be promoted throughout the year
 Program Quality Committee will be coordinate with AD and conduct session per demand
 Highest Achieving clubs will be recognized and awarded every quarter determined by Area Director

Tactic 1	Assessment of Club Quality Meeting and execute Quality Meeting Demo
Tactic 2	Review Reports and Check with AD if they can visit clubs and get understanding
Tactic 3	Meeting with club retention chairs to ensure any activities needed to promote clubs
Tactic 4	
Tactic 5	



Goal 2: Club Growth

Distinguished	99	Club base x 1.015
Select Distinguished	100	Club base x 1.03
President's Distinguished	102	Club base x 1.05
Smedley Distinguished	105	Club base x 1.08

Situation Analysis

What is the current situation in the District? How many clubs did the District add last year? Does the District have special challenges? (One situation might be that members in the District do not know how to generate interest in new clubs.)

Due to pandemic, lot of new clubs are not ready to charter because of location and the meeting format. Lack of technology challenges and unavailable IT resources, interested members who are ready to charter club are backing off.
Corporate clubs still not in full swing to bring employees back and allowing resources to use for additional assignments like Toastmasters

Strategy

What strategies will the District take? What has worked in the past? What has not? What new programs or incentives could the District implement? How will the District promote existing programs? How have other Districts been successful? What could the District do to stretch this goal? (The strategy might include tactics, such as appointing a club extension chair to pursue leads and scheduling demonstration meetings.)

We are still approaching to past leads and advertising for new club formations. Empowering Area Directors to see if any new club opportunities are existed. Doing targeted outside toastmasters advertising for brand recognition.
Branding and promoting like invest in yourself to find your voice in new normal life.

Tactic 1	Follow up with past leads to see if they are ready to charter
Tactic 2	Following up with organization where we did 1 st round of demo meeting
Tactic 3	Looking local advertising outlet where we can think of and give findaclub link
Tactic 4	Advertising in public transport, billboard and local magazine
Tactic 5	



Resources

What people, equipment, meeting places, and money does the District have at its disposal? What committee could work toward the goal? Are any members interested in heading projects toward leadership goals? How much money has been budgeted for achieving this goal? (Resources might include a club extension committee, a demonstration team, and newclubs@toastmasters.org.)

Toastmasters Club Lead website
Local agencies to advertise

Assignments

Who is in charge of each tactic? Who is on each team? What are each team member's specific responsibilities?

Club Growth Director to follow the leads
Club Extension Chair to conduct Demo meetings
Club new Source Resource Chair to find new leads

Tactic 1	Club Growth Chair to follow up with Trio members to get the experience
Tactic 2	PQD to handover all list of organization he was working on for new clubs
Tactic 3	CGD to work and empower New Resource Chair to reach out potential agencies
Tactic 4	
Tactic 5	

Timetable

When will each tactic item begin? When will each tactic item be complete? How will progress be tracked?

This will start from July 1, 2022 but intial home work will be done prior to July 2022

Tactic 1	Follow up and email for past club leads
----------	---



Tactic 2

Regular meeting with Trios

Tactic 3

Regular meeting with club extension chair and new resource chair



Tactic 4	Follow up for club chartering communication
Tactic 5	

Goal 3: Distinguished Clubs

Distinguished	39	Club base x 0.4
Select Distinguished	44	Club base x 0.45
President's Distinguished	49	Club base x 0.5
Smedley Distinguished	54	Club base x 0.55

Situation Analysis

What is the current situation in the District? What percent of District clubs are typically Distinguished? Do members understand how to achieve success? Does the District have special challenges? (One situation might be that members in the District do not know how to achieve success. Another situation might be that the District has identified four solid new club prospects.)

Members achievements are not submitting via club central.
 Officer thinks Pathways submission should pick up DCP awards.
 VPE might not trained well to submit awards via club central for pathways.
 Due to pandemic few speeches / awards are hapenning

Strategy

What strategies will the District take? What has worked in the past? What has not? What new programs or incentives could the District implement? How will the District promote existing programs? How have other Districts been successful? What could the District do to stretch this goal? (The strategy might include tactics, such as training all Area and Division Directors on the Distinguished Club Program.)

Put agenda in club officer training with President, VPE and secretary in breakout room
 PQD will generate report and send to Division Director every two week cc District Director and Club Growth Director
 District Director will meet with Division Director to follow up with progress monthly.

Tactic 1	Curriculum in COT and discussion in Breakout room
Tactic 2	Biweely Report to Division Director
Tactic 3	District Director to follow up and get the progress
Tactic 4	



Tactic 5



Resources

What people, equipment, meeting places and money does the District have at its disposal? What committee could work toward the goal? Are any members interested in heading projects toward leadership goals? How much money has been budgeted for achieving this goal? (Resources might include Area and Division Directors and the *Distinguished Club Program and Club Success Plan* (Item 1111).)

Two Club Officer Trainings PQD
Dashboards used by PQD
Area Directors
Division Directors

Assignments

Who is in charge of each tactic? Who is on each team? What are each team member’s specific responsibilities?

PQD is the Key person to monitor Progress
Area Director to follow up with Club Progress
Division Director to monitor Area progress
District Director to Follow up with Division Director

- | | |
|----------|---|
| Tactic 1 | PQD generate report from Dashboards and export in excel |
| Tactic 2 | PQD will generate reports from Excel Sheet to check new Award submission |
| Tactic 3 | PQD will prepare comparison report and send to Division Director |
| Tactic 4 | Division Directors to meet with Area Director for any road block (check with clubs) |
| Tactic 5 | District Director to follow up with Division Director Monthly or bi monthly |

Timetable

When will each tactic item begin? When will each tactic item be complete? How will progress be tracked?

July 1 – September, 2022 (1st Quarter)
Visiting Dashboards and ensure clubs DCP reports seems data loading.
If Education awards are not showing up, time to follow up.

- | | |
|----------|--------------------------|
| Tactic 1 | By August 30 two reports |
|----------|--------------------------|



Tactic 2

Sep 1st week District Director will meet with Division Director

Tactic 3



Tactic 4

Tactic 5

Additional Goals

Answer the same types of questions to reach each additional District goal. Additional goals might have to do with alignment challenges, new leadership opportunities, or better service to members. Where else is there room for improvement in the District?

Goal

What specific, measureable, attainable, and relevant additional goal can the District meet? (An example of a goal is to add one new Division and three new Areas.)

We might realign if we find clubs are adding or not functioning will based on this year performance
Each Division will have at least one club officer training

Situation Analysis

What is the current situation in the District? Do members understand how to achieve success? Does the District have special challenges? (One situation might be that Areas and Divisions have reached their maximum capacity causing service to the members to suffer and limiting leadership opportunities.)

This year we did Alignment due to poor performance from club and club suspended and folded.

Strategy

What strategies will the District take? What has worked in the past? What has not? What new programs or incentives could the District implement? How will the District promote existing programs? How have other Districts been successful? What could the District do to stretch this goal? (The strategy might include tactics, such as assigning a District alignment committee to determine best options for realignment and collaborating with the District Leadership Committee to identify leadership opportunities.)

We will keep looking performance and geographic location. Based on report from Team, we will realign. Based on report from Program Quality Chair.



Tactic 1	Continue reviewing and publishing reports
Tactic 2	Discuss with Trio and Division Directors
Tactic 3	Contact Region Advisor if needed
Tactic 4	
Tactic 5	

Resources

What people, equipment, meeting places, and money does the District have at its disposal? What committee could work toward the goal? Are any members interested in heading projects toward leadership goals? How much money has been budgeted for achieving this goal? (Resources might include past District Directors, Area and Division Directors, the District website, and the District Leadership Committee.)

Travel Budget for Trainers Open House Event planning and budget
--

Assignments

Who is in charge of each tactic? Who is on each team? What are each team member's specific responsibilities?

District Director work with Program Quality Director Review Program Quality Chair report and work with CGD

Tactic 1	PQD report to review for performance
Tactic 2	Determine poor performance clubs
Tactic 3	Determine Geographic location
Tactic 4	Ensure additional club officer training works
Tactic 5	



Timetable

When will each tactic item begin? When will each tactic item be complete? How will progress be tracked?

This program will start from 2nd Quarter i.e. Oct 2022 onwards

Tactic 1	Review report after Oct 2022
Tactic 2	Reveal roadblocks with Division Directors
Tactic 3	Review club officer training feed backs and # of club officer trained
Tactic 4	
Tactic 5	

Signatures

District Director	Date
Program Quality Director (1)	Date
Program Quality Director (2)	Date
Club Growth Director (1)	Date
Club Growth Director (2)	Date
Team member and role	Date
Team member and role	Date
Team member and role	Date
Team member and role	Date
Team member and role	Date



For your District to qualify for the Distinguished District Program, this entire plan must be submitted online through District Central by September 30.



Plan at a Glance

Use this page to keep the basics of your District Success Plan all in one place.

Starting Numbers

Membership payments base

Club base

Number of Division and Area Directors

Qualifying Requirements

Submission of District Success Plan by September 30

Submission of Division and Area Directors

Training Report for 85% of Division and
x 0.85 Area Directors by September 30

--

Number of Division and Area Directors

Goals

	Membership Payments Growth	Club Growth	Distinguished Clubs
Distinguished	Membership payments base x 1.015	Club base x 1.015	Club base x 0.4
Select Distinguished	Membership payments base x 1.03	Club base x 1.03	Club base x 0.45
President's Distinguished	Membership payments base x 1.05	Club base x 1.05	Club base x 0.5
Smedley Distinguished	Membership payments base x 1.08	Club base x 1.08	Club base x 0.55

Tracking

Use online reports, available at www.toastmasters.org/DistinguishedPerformanceReports, to keep track of the District's progress toward its goals. Create milestones throughout the year to measure your progress.

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
--	-----------	-----------	-----------	-----------

