

409 LEADERSHIP DEVELOPMENT & ORIENTATION - CANADIAN AREA

General

It is of paramount importance that all leadership development and orientation be developed and presented on a uniform basis throughout the Canadian Area.

Programs are to be divided into two types:

- A. Y's Men's Orientation
- B. Leadership Development

Orientation

Orientation sessions covering organization, committees, procedures, etc. using a variety of methods can and should take place at regular and/or special meetings of every Y's Men's Club.

It is the Club President's responsibility to assure that it takes place. Advice and assistance from the DG, RSD for Leadership Development, or the ASD for Leadership Development will be available.

Leadership Development

Leadership Development courses are to be established for the following levels:

- A. All Club Officers
- B. District and Regional Officers i.e. DG, DGE, RSD's, Secretary, Treasurer, RD, and RDE.
- C. Area Officers
- D. Trainers

Note: The RD's and RDE's are to be included in both the B and C levels above.

DETAILS

1. We will provide our own RDE course in Canada, if at all possible.
2. Generally, the length of each Leadership Development Course should be one evening and one full day, for example, Friday evening and all day Saturday. This may vary in accordance with local conditions for such things as distance of travel for participants, availability of homestay, etc.

3. Leadership Courses should be presented to groups of 20 to 25 participants, if possible, at locations central to the participants involved, and away from distracting activities.
4. Leadership Development courses should not be presented at the same time as any other activity or function such as a convention.
5. Initially, one basic Leadership Development Course covering a variety of topics will be provided for each level identified above. Subsequently, these will be expanded in depth as may be necessary.
6. Courses will be provided to incoming officers in the spring prior to their taking office, if possible. However, if at that time the offices are not completely filled, then the courses will be presented in the fall.
7. A motivational speaker should be obtained for the Area and Regional Conventions rather than present a Leadership Development Course at such functions.
8. Use of the following materials, papers, manuals, pamphlets, etc. will be encouraged:

Y's Canadian - Contribute regularly to each publication. We need to use creative and imaginative ways to present training material in an interesting manner.

Officers' Reference Manual - Use where appropriate at all levels.

International Pamphlets - Incorporate in orientation sessions at the Club Officer level and encourage Presidents to use them in sessions within Clubs.

9. The presentation of Leadership Development Courses on an Area basis cannot be done by one person. Therefore, it is essential that methods be devised to permit uniform training to be conducted throughout the Area, such as:
 - Identify and select Y's Men with training skills and give them the material necessary to conduct the courses in Regions, Districts and/or other suitable geographic locations.
 - Identify and provide training for Y's Men who may not possess training skills so that they can act as leaders for future courses in their respective locations.

- Develop a variety of training materials for use throughout the Area, for example, prepared talks, slide - tape presentations, transparencies, videos, etc.
- Utilize a team approach for the presentation of courses in a geographic area.

10. Share the costs of Leadership Development as follows:

Area - Pays for the development of courses, expenses for training trainers, all costs for Area level courses including facilities, travel, accommodation, and meals for participants.

Regions - Pay for facilities, accommodation, and meals for participants in Regional level courses.

Clubs - Pay a uniform cost per participant plus travel, accommodation, and meals for those to attend the Club Officers courses.

11. Explore other sources to obtain funds for Leadership Development. Some examples are: International Association of Y's Men's Clubs, Friends of Canadian Y's Men Fund, Establishment of an Area travel pool, etc.

12. Regions or Clubs are to pay for any specialized courses or material that may be prepared within their own geographic location specifically for their own use, for example, promotional presentations on a Club, District or Region.

13. It is most important that every effort be made to keep all costs as low as possible, for example, billeting, staying in a camp facility, sharing travel, etc.

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