

*"Everybody can be great. Because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and your verb agree to serve.... You don't have to know the second theory of thermodynamics in physics to serve. You only need a heart full of grace. A soul generated by love."*

~Martin Luther King, Jr.



# LIONS MID YEAR CONFERENCE



13<sup>TH</sup> NOVEMBER 2021



# Welcome



***TO THE LIONS & LEOS CLUB FAMILY  
ASSESSING POTENTIAL MEMBER'S SUITABILITY***

# Introduction – How do you know when one can serve

Sean Theo is a highly qualified young Lawyer.

He has the right mix of skills and knowledge that is required to be a Lion.

However, his actual performance as a Lion is nowhere near what is expected from a man possessing skills that Sean has.

His actual performance does not match the expected behaviour of a man of Sean's calibre.

So, what went **wrong** in recruiting Sean?

What is it that makes Sean an ideal candidate but stops him from actually performing his role as a Lion?



# Introduction

Ava is retired. Lives alone. No Dependants

She has the Time available to devote to Lionism.

However, her actual performance is nowhere what is expected from a retired Lion. She lives a busy life, serving on Boards, travelling.

Her actual performance does not match the expected behaviour of other retirees in Lionism.

So, what went **wrong** in recruiting Ava?

What is it that makes Ava an ideal candidate but stops her from actually performing her role as a Lion?





# Introduction

Judy is a single mother with two children, a public servant.

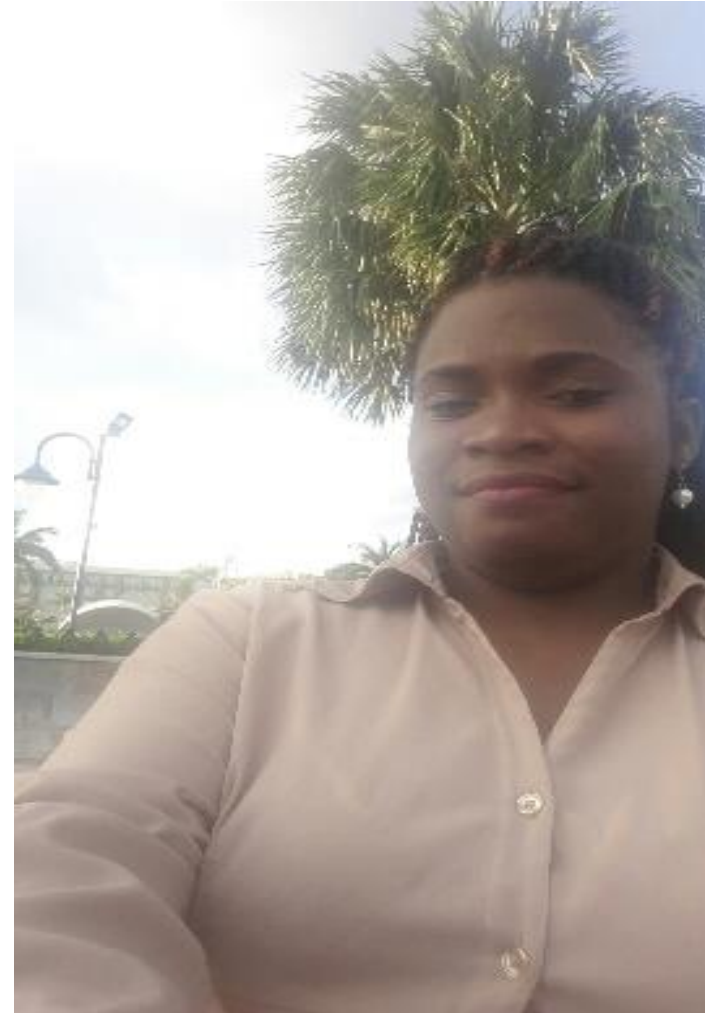
She manages the Leo Club, she has recruited 10 Leos in 2021 from her Church Activities.

Her actual performance is to be modelled, honest, charismatic and devoted Lion, although she lives a busy life, she is passionate about serving and giving to her community.

Her actual performance matches the expected behaviour of young Lions.

So, what went **Right** in recruiting Judy?

What is it that makes Judy an ideal candidate and a high performing Lion?



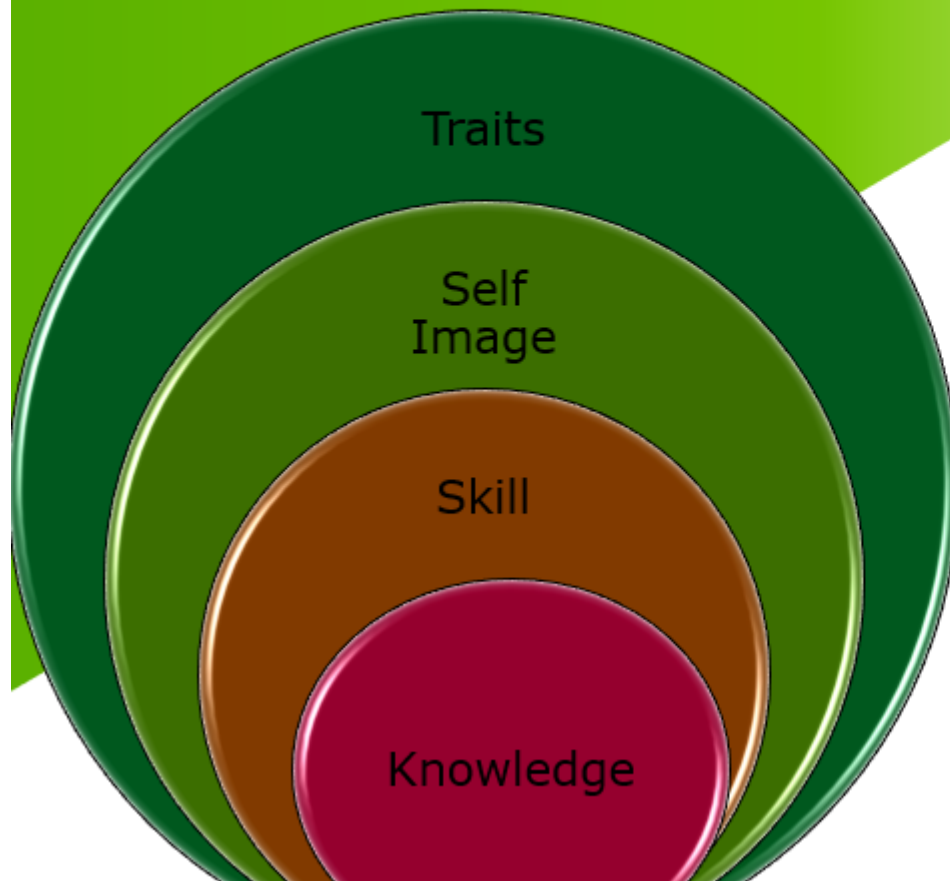
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The answer to this lies in the word.

COMPETENCY



## WHAT IS A COMPETENCY?

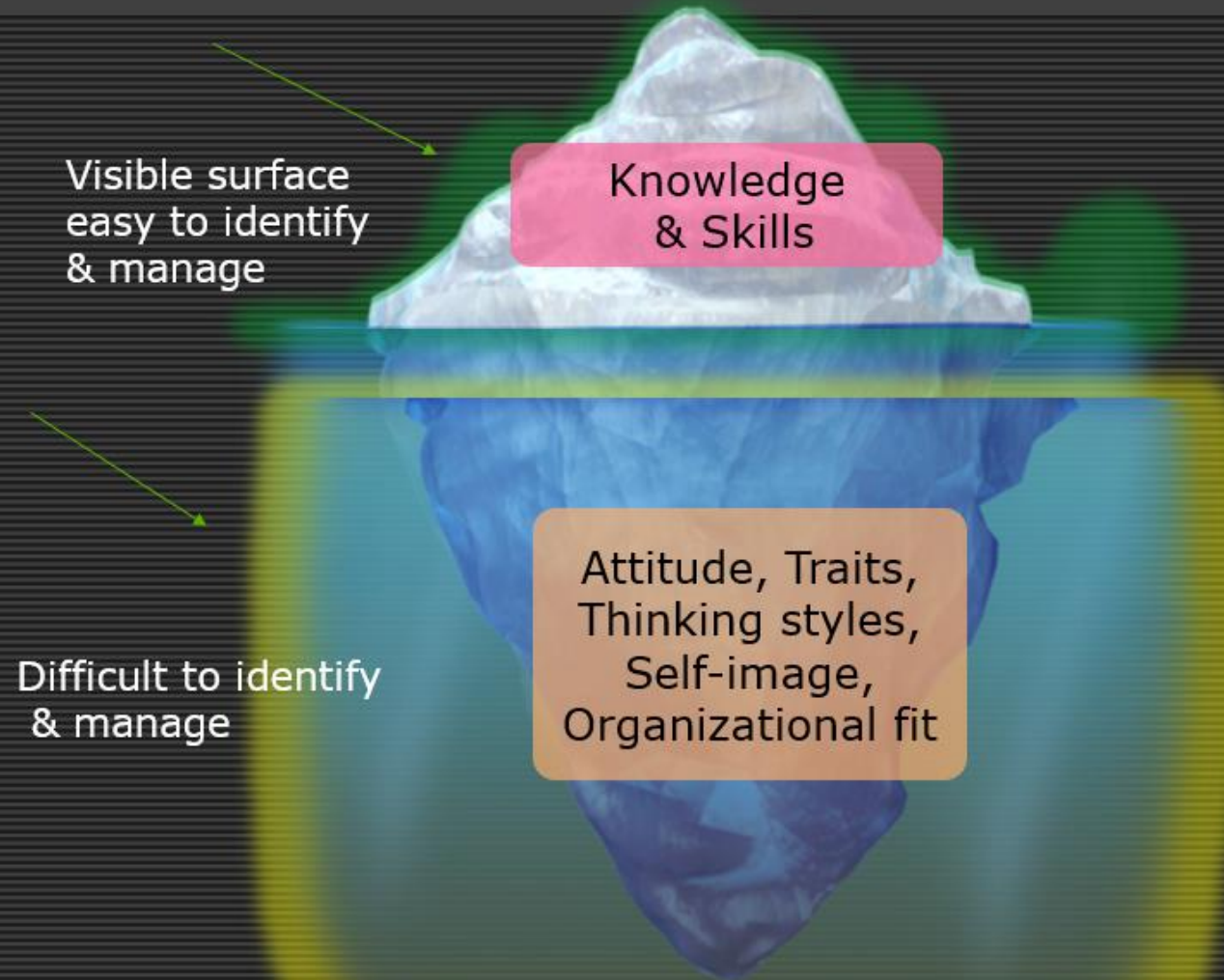


**A Competency** - Observable abilities, skills, knowledge, motivations or traits defined in terms of the behaviours needed for successful job performance. An easy definition of competency is that it is something you need to be able to do well in a specific job role. The term describes a pattern or cluster of actions taken to achieve a result.

### Example:

Team Leadership - Enlists the active participation and support of everyone and provides the right environment for persons to learn and grow

## HERE IS ANOTHER VIEW OF A COMPETENCY





# Teamwork

is mainly about  
situational  
leadership, letting  
the person with the  
relevant core  
competency for a  
situation take  
leadership.



The Moral of the story : First determine what Competencies are required of potential members then assess potential members against those competencies.



## Arima Profile

- ☐ Are service-minded individuals
- ☐ Are of good moral character
- ☐ Have a skill that can benefit the Club and the community
- ☐ Will have the time to participate in Club activities (both administrative and community based)
- ☐ Have access to resources that can assist the Club with its activities
- ☐ Have good contacts who can provide a source for future membership
- ☐ Must meet the financial responsibilities of membership
- ☐ Can work well in a team
- ☐ Have leadership potential
- ☐ Have creative ideas to assist the Club to enhance its repertoire of activities
- ☐ Have the ability to successfully carry out administrative functions in the Club.
- ☐ Have a sense of humour and can enjoy a good laugh, even at oneself

## San Juan /Barataria Profile

- **Sex:** Males are a priority, however all are welcome
- **Age:** 20-50 (in good health and positive energy). If the person is a pensioner must be one with disposable income.
- **Family:** If married with children, the children should be at secondary level.
- **Occupation:** Professional. Proficient in Information Technology. Someone who can provide
- **Education:** Minimum CXC Level
- **Hobbies:** Cricket, All fours, Reading, Sports (*Note: Does the individual follow through on their hobbies or do they start a project and do not finish*)
- **Transport:** Should own or have access to a vehicle.

### Mental Capabilities

- **Verbal Reasoning:** Able to process verbal information and reason through ideas thus arriving at practical and logical solutions.
- **Mental Alertness:** Ability to switch gears between tasks and still provide practical and logical solutions
- **Abstract reasoning:** Able to solve or reason through complex, non-verbal information and to grasp new ideas. This includes the ability to solve problems in new situations where there is little or no experience.

### Management Skills

- **Decisive:** Able to make timely decision considering all available information and resources however the individual must not be so fact-based that they are inflexible
- **Relationship management:** Able to relate to each member of the club
- **Coach & develop others:** Encourages self growth and motivates team to succeed at project execution
- **High Planning & Organizational Skills:** Effectively organize and plan projects according to community needs and LCIF theme or direction.
- **Team Player:** Able to participate at any level of the organizational structure.

## LIONS COMPETENCY FRAMEWORK



L - Leadership	<ul style="list-style-type: none"><li>• Planning &amp; Organising</li><li>• Leadership &amp; Followership</li><li>• Achievement Orientation</li><li>• Integrity</li></ul>
I - Intelligence	<ul style="list-style-type: none"><li>• Emotional Intelligence</li><li>• Social Intelligence</li><li>• Business Acumen</li><li>• Subject Matter Expertise</li><li>• Creativity</li></ul>
O - Operations	<ul style="list-style-type: none"><li>• Digital Literacy</li><li>• Records Management</li><li>• Time Management &amp; Time Availability</li><li>• Financial Commitment</li></ul>
N - Nation building	<ul style="list-style-type: none"><li>• Serving &amp; Building Community</li></ul>
S - Strategic	<ul style="list-style-type: none"><li>• Strategic Leadership'</li><li>• Situational Leadership</li></ul>

Assessment Centre Approach – Multiple Exercises	Competencies	Score
Attend at least two(2) or three(3) Club meetings.	Social Intelligence, Time management & Time availability.	1 to 5
Attend a service focused project and observe and assess behaviours. Gather feedback from other Lions.	Serving and building community Emotional Intelligence	
Conduct a focused Competency Based Interview.	Strategic, Records Management, Financial Commitment	
Ask member to send an email, post an item on social media, an item that will demonstrate proficiency in digital literacy.	Digital Literacy	
Request the member complete a self assessment questionnaire against the competencies	Planning & Organising Leadership & Followership Achievement Orientation Integrity	
The member recommends two persons who can complete the same questionnaire. If you have three or more potential members, you can place them in a group setting and observe their behaviours	Business Acumen Subject Matter Expertise Creativity	Total Score



Competency	Example of Behaviours
Leadership	Inspires, motivates, and empowers people to achieve organizational goals. Coaches, mentors, and manages member experience, and club performance, through mindful preparation. Creates space for others to lead. Plan & organizes events effectively.
Intelligence	Recognizes one's own feelings, other feelings, interacts well with others, listens, cares, shows compassion and has technical expertise in a profession such as Accounting, Management.
Operations	The ability to engage in administrative duties within the club. Demonstrates an ability to reach club meetings and activities within time. The ability to meet financial commitments.
Nation Building	Demonstrates an ability to serve on NGO's, Boards, similar Club activities in the past.
Strategic	Capable of developing long range plans and having the ability to utilize the Club strengths.



THANK YOU!