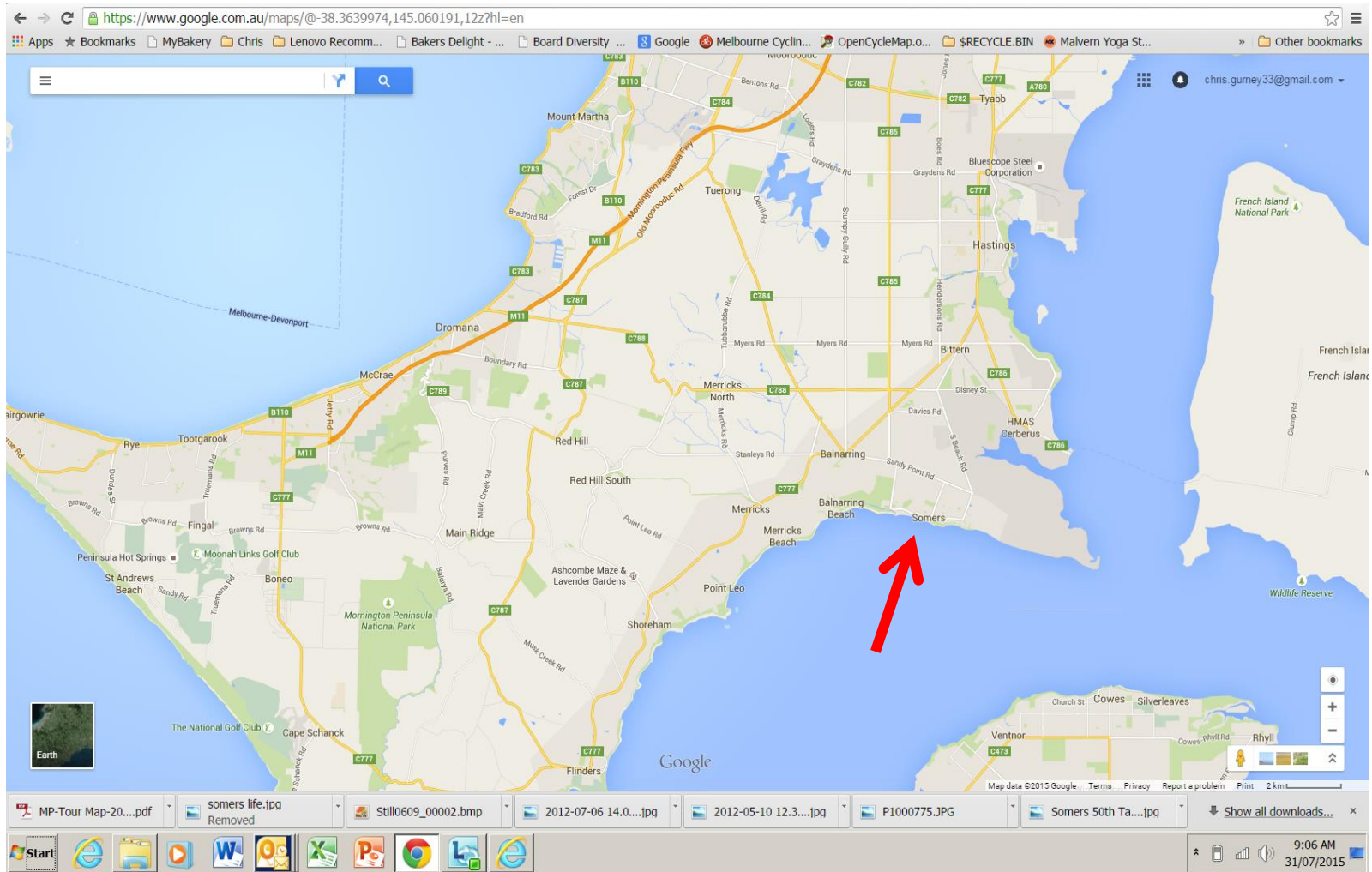




The importance of succession planning

Chris Gurney
Vice Commodore
Somers Yacht Club









Down to 390 members in 2001







Doing the same thing and expecting
a different result was not working
for us !





We changed our offer

- Improved the facilities
- Added social membership
 - Started a Bar
- Catered Friday night dinners





2015

- 680 members
 - New families = Death, disease, disenchantment, divorce and decamping
- 61 Sailing events
- 85 Social events







Recognising the stages of membership

Considering
Joining
Social
Belonging
Volunteering
Learn to sail
Learn to race
Social sailing
Competing on handicap
Competing on yardstick
Competing at the top level



Succession plans are also leadership plans

One year on Sailing Committee
Two years as Rear Commodore
Two years as Vice Commodore
Two Years as Commodore
Get out of jail free card !



The Flag Officers choose their successors.

There are clear expectations.

Balance between tradition and each bringing
something new.

Deep understanding of how the Club works.

Can't dig in for ever.



Key succession roles

Sailing/Sea Rescue/Sailing School

Finance/Treasurer

Social

Bar

Facilities

Membership

Web and Technical

Secretary



Succession Structure

Members

Volunteers

Functional Committees

General Committee



Succession Strategies

Have succession on the agenda

Have a 2 ic

Know who and when to tap

Call for volunteers

Voluntold as the last resort!



So what could go wrong?

- Choosing the wrong leaders
- Leaders who don't delegate
- Allowing all the knowledge in one person
 - Someone pulls out
 - And much more !



Good Flag Officers

- Must have a vision
 - Listen
 - Take advice
 - Be decisive
- Set the agenda
 - Delegate
- Monitor progress





Without the right people and strong succession plan it is difficult to consistently grow and develop the club to benefit the members



There is more than one way to do it...
from the floor....

What has worked well for you?

What has not worked?

and

any questions?