



rlisa mag

Listen to Inspire & Talk to motivate

INSIDE

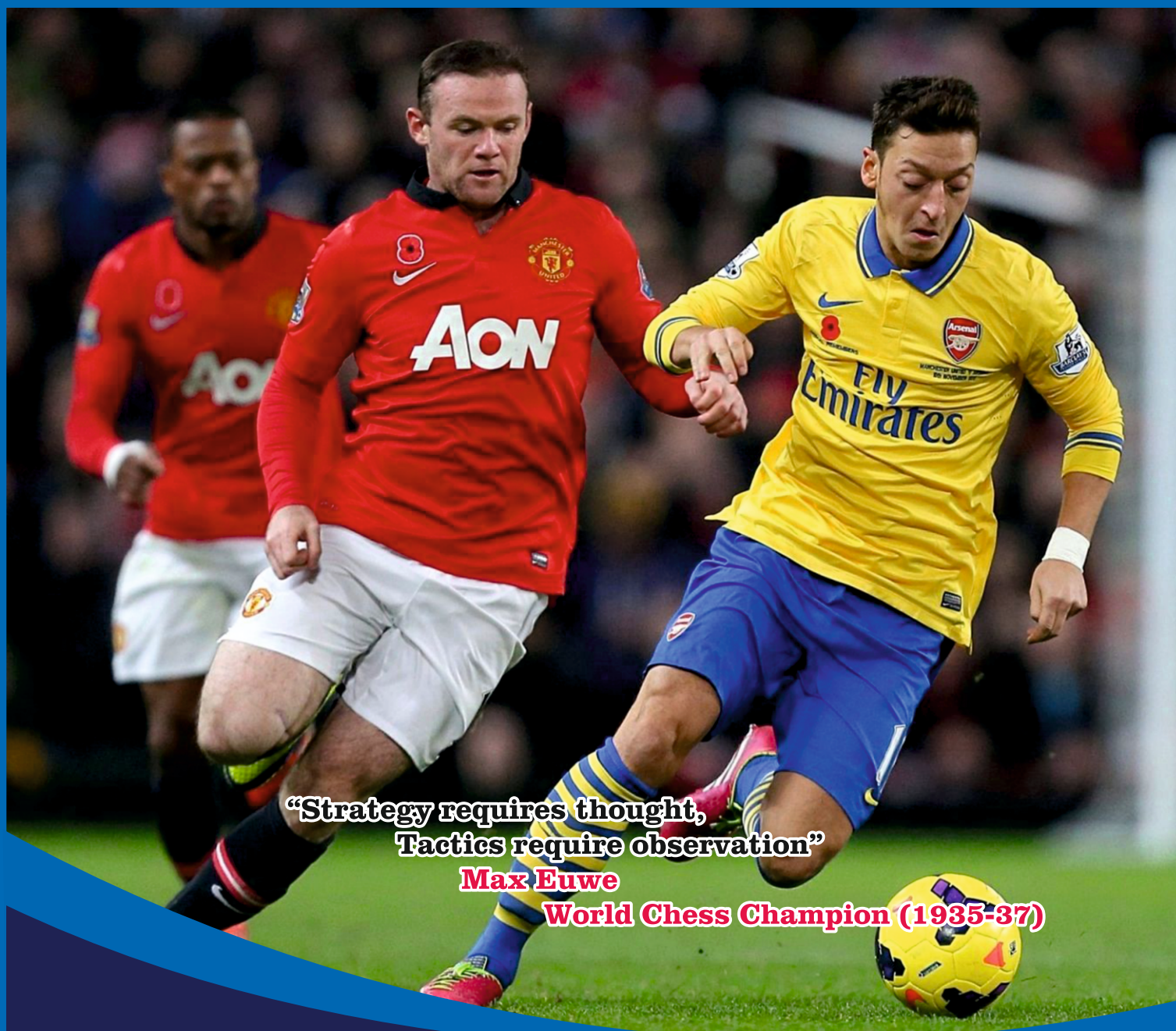
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Issue 3 | Apr 2022

Quarterly Newsletter of RLI, South Asia

TACTICS

MAXIMIZE STRENGTH



**"Strategy requires thought,
Tactics require observation"**

Max Euwe

World Chess Champion (1935-37)



Mission Statement

The Rotary Leadership Institute is a grassroots, multi-district leadership development program whose mission is to strengthen Rotary clubs through quality leadership education.



The Rotary Leadership Institute

INTERNATIONAL RLI

Established Spring 1992

www.rotaryleadershipinstitute.org

No ray of sunshine is ever lost, but the green which it awakens into existence needs time to sprout, and it is not always granted for the sower to see the harvest.

—Albert Schweitzer

What are people saying about RLI courses?

“I found the day very informative and fun.”

“The program was very well planned and presentations (leaders) were excellent.”

“A very effective seminar.”

“Enjoyed the focus on the chosen issues—great interaction.”

“I have learned quite a bit about leadership qualities and the “nuts and bolts” of Rotary.”

“I definitely learned a lot from today’s leadership training that will be beneficial to my club—instructors were all great.”

“I only wish that our district had joined RLI earlier!!”

Contact your RLI Chair - visit the website for more details :

www.rotaryleadershipinstitute.org

RLI is a recommended program, but not an official program of Rotary International

Leader's Talk

PRID. Kamal Sanghvi

Chairman, Rotary Leadership Institute South Asia
World Membership Chair

My Dear Warriors of Rotary Leadership Institute,

You must be very happy that Rotary is growing rapidly, especially so, in South Asia. As on 1st April the total Rotary membership in the world is 12,02,000 and we have a net increase of 39,237 members. Of this, we in Zones 4, 5, 6 and 7 have shown an increase of 18,194. Almost half the increase in membership of the world has happened in our Zones and South Asia. This is indeed heartening to learn and the projects that we do have also increased to great heights. With our own R.I. President Shekhar Mehta at the helm of affairs we must be proud to grow stronger with bolder and brighter projects and programmes.

With achievement comes responsibility. The new members have to be groomed and retained in Rotary. The 3 important steps that we have taken are:

1. Make the new members learn and understand Rotary.
2. Engage them in the club activities and service projects.
3. Facilitate them to follow their passion in their clubs.

The first step is the most important one and it is the duty of RLI graduates to guide the new members. Every RLI graduate and even those who have completed parts 1 and 2 should spread the knowledge of Rotary in their clubs and take special interest in new members.

Rotary Leadership Institute is doing extremely well in our part of the world. The ratio of RLI graduates as against the total number of Rotary members in South Asia may not be very encouraging. If we work hard in all the Districts, we may get about 5% of people interested in RLI and there will be a tremendous increase in the retention rate of members.



Rotary gave us the opportunity to become leaders of the society. Let us share our knowledge and leadership skills to make Rotary strong, healthy and vibrant.

Kamal Sanghvi
RLI Chair, South Asia

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Quarterly Newsletter of RLI, South Asia

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From the Editor's desk

My Dear Rotarians,

I am sure that many of you remember the European Cup Football finals last year, between Italy and England. England did extremely well to reach the finals and right on its way to win the cup too. But they lost the final match to a disciplined Italian side 2-3 in the penalty shoot-out. In fact the first goal was scored by England in the 2nd minute of the game. It was a superb goal scored by Luke Shaw, deep defender of the English side. Nothing went right from that moment for England, who was the crowd and book-makers' favourite.

The manager of the side, Gareth Southgate made a tactical blunder of changing the formation from 4-2-3-1 to 3-4-3 in the finals. This formation was more defence-oriented and hence the Italian side had greater ball possession. The famed forwards in the English side were not utilized to the fullest. The Italian side went on to equalize in the 2nd half and finally won the penalty shootout too.

This story is very important to us too when we conduct our Rotary Leadership Institute sessions. We must assess the strengths of the Facilitators properly and utilize services to the maximum. We must sharpen our skills in the areas we are good at.

The virtual sessions have become almost as good as the physical sessions. Some districts have even gone to the extent of asking for only virtual sessions. We know very well that there are disadvantages when we do RLI virtually. The body language and the voice of the facilitators will suffer a bit. The attention of the participants may also go down as they are not closely looked at.

We are probably at the end of COVID-19 season and we are looking at a whole new year full of opportunities. We must devise our tactics properly and use them well. We must make use of the fresh talent that we have as facilitators and groom them



well. There should of course be guidance and hand holding to the new RLI students. We also should be prepared to be adventurous and not too defensive like the English team.

Let us have more of Parts 1 and 2 sessions in many districts. The participants should be given enough time to assimilate the things that they have learnt and disseminate the information in their own clubs. Part 3 sessions should be taken after an interval. The Graduate courses are becoming popular now and several topics in Rotary and leadership could be covered in depth in these sessions. There are many facilitators now in South Asia who could be utilized in RLI sessions in the best possible manner.

In short we have to learn from the game mentioned above, the following facts;

- Choose the best tactics
- Choose the best team
- Study the problems faced
- Act efficiently and confidently
- Do not give up until the very end.

Love ,

A handwritten signature in blue ink, appearing to read 'George Sundararaj'.

George Sundararaj

Executive Director - Rotary Leadership Institute, South Asia

Expert Speak

PP Binod Khaitan

Regional Vice Chairman

RLI South Asia Region (India, Nepal, Bhutan, Sri Lanka & Maldives)



Choose and Create Purpose and Fulfilment in Your Work as a RLI Discussion Leader

Working with adults, who are leaders in their own right, and who want to lead a more fulfilling life, *The Secrets to Happiness at Rotary Leadership Institute* shows how we can thrive by making empowered, wise choices about the kind of work we do as Discussion Leaders. The people we work with, and the ways we manage our boundaries.

Engage and Inspire Your Participants

Adults want to learn & work for someone they respect, someone who is on their side. And when Discussion Leaders feel seen, heard, and valued by participants, engagement improves, productivity increases, and the entire organization ROTARY benefits.

Love can never be exclusive. The sun does not choose to shine on some flowers in the garden and not others. Love is inclusive and has many faces - caring, listening, sharing from the heart, just accepting someone for what they are right now, are all acts of love, as long as you seek nothing in return.

It all starts with acceptance of our self - we are just fine as we are right now, warts and all ? It's not that we will stay that way for ever - but we might, if we don't accept. The secret key to the greatest door called love is acceptance. First our self, then others (especially the ones we currently resist) and eventually ...all.

Emotional capacity measures our ability to overcome limiting beliefs, our ease in adapting to challenging situations, and the quality of your relationships. No matter how talented, driven, or energized you are, you cannot achieve your goals if your emotional capacity is low.

A common mistake people make is assuming emotional characteristics are a fixed part of their personality. Just as we can grow intellectually by learning or improve physically by exercising, we can get better at managing our emotional reactions and keeping ourselves steady when inevitable adversity strikes.

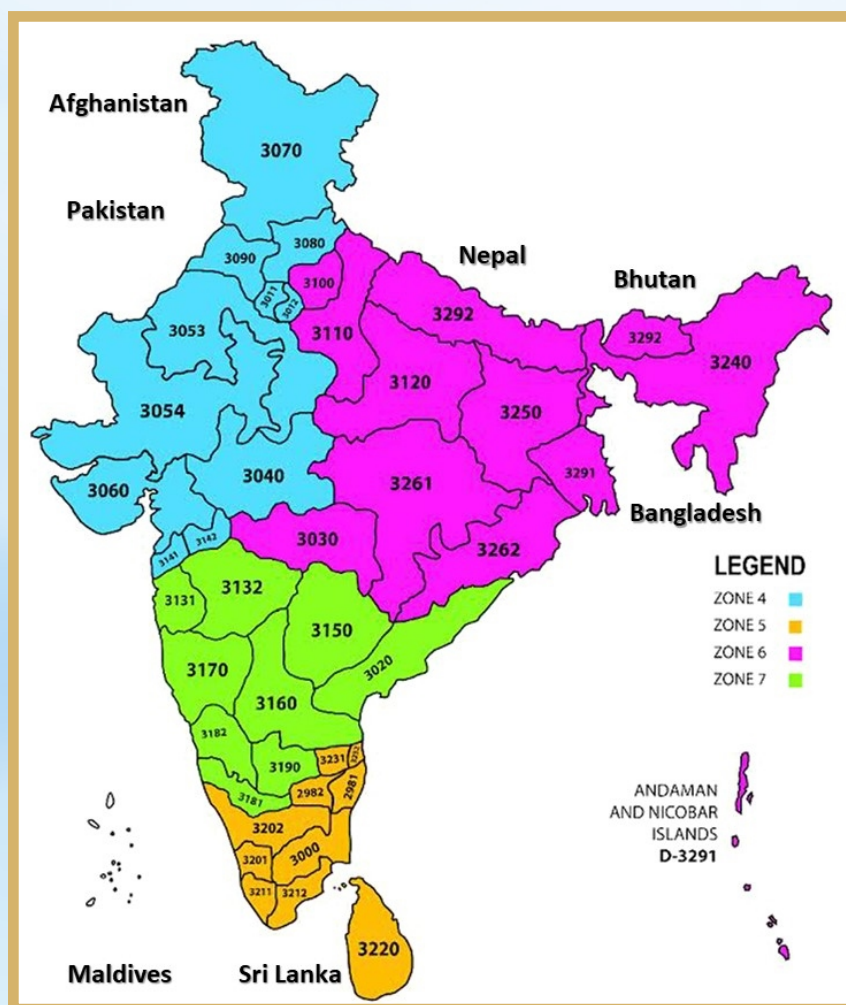
It can be difficult to accept that we are actually in control of most of what happens to us. For whatever reason, that reality provides more discomfort than confidence to many.

Try this: Take control of the way you see the world with simple acts of gratitude. Next time you stay in a hotel, leave a thank you note for the person who cleans your room and a monetary tip. Practicing gratitude has numerous benefits for our health and state of mind. The tip is often insignificant to you but meaningful to them.

Let us be all the leaders we wish we had!!

Zonal Activities

RLISA Coverage : Afghanistan, Bhutan, Bangladesh, India, Maldives, Nepal, Pakistan, and Sri Lanka



RLI activities summary (Jan - Mar 2022)

Quarter	Zone	Sessions conducted	Total Participants
Jan - Mar 2022	5	11	315
	6	12	202
	7	23	379
			896

Zone 5 Activities

Zone 5 Districts (11) - 2981, 2982, 3000, 3201, 3203, 3204, 3211, 3212, 3220, 3231, 3232

DIVISION ADVISOR	DIVISION CHAIR	DIVISION SECRETARY
PDG. Dr. Rekha Shetty Email Id : rekhashetty123@gmail.com Mobile #: +91-9894014366	PDG. Dr. George Sundararaj Email Id : geopris12@gmail.com Mobile #: +91-9842760800	PDG. Gowri Rajan Email Id : rotary.gowri@gmail.com Mobile #: +94-777804999

Sl #	Host District	Dates	Language	RLI Part	Participants	Mode of training	Facilitators
1	RID 3204	12th - 14th Jan 2022	English	Part 1	25	Virtual	PP Rtn. Mohan, PDG Subbu, PDG Rekha Shetty, PDG George, PP Rtn. Sudhindra, PP Rtn. Prakash
2	RID 3220	16th - 18th Jan 2022	English	Part 1	35	Virtual	PP Rtn. Mohan, PDG Subbu, PDG Rekha Shetty, PDG George, PP Rtn. Harish, PP Rtn. Usha
3	RID 3204	21st & 22nd Jan 2022	Tamil	Part 3	26	Virtual	Rtn. Mohan, PDG Subbu, PDG Rekha Shetty, PDG George, PP Rtn. Prabha P, PP Rtn. Mythili M
4	RID 3232	22nd & 23rd Jan 2022	English	Part 2	25	Virtual	PP Rtn. Mohan, PDG Subbu, PDG Rekha Shetty, PDG George, PP Sudhindra, PDG Shyamashree
5	RID 3231	29th & 30th Jan 2022	Tamil	Part 1 and 2	75	Physical	PDG George, PP Rtn. Priscilla, PP Rtn. Sakthivel, PP Rtn. Pethaperumal, PP Rtn. Vijayachandran, PP Rtn. Sethu
6	RID 2982	04th - 06th Feb 2022	Tamil	Part 2	26	Virtual	PP Rtn. Mohan, PDG Subbu, PDG Rekha Shetty, PDG George, PP Rtn. Harish, PP Rtn. Priscilla
7	RID 3201	11th - 13th Feb 2022	English	Part 1	27	Virtual	PP Rtn. Mohan, PDG Subbu, PDG George, PP Sudhindra, PDG Shyamashree, PP Rtn. Santhosh
8	RID 3220	15th Feb 2022	English	Graduate	24	Virtual	PDG George Sundararaj
9	RID 3203	26th & 27th Feb 2022	English	Part 3	25	Virtual	PP Rtn. Mohan, PDG Subbu, PP Rtn. Prakash, PDG George, PP Sudhindra, PDG Shyamashree
10	RID 3232	26th Feb 2022	English	Graduate	27	Virtual	PDG George Sundararaj

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D-3204 - RLI Part 1 - 12th -14th Jan 2022



D-3220 - RLI Part 1 - 16th -18th Jan 2022



D-3232 - RLI Part 2 - 22nd & 23rd Jan 2022



D-3201 - RLI Part 1 - 11th - 13th Feb 2022



D-3231 - RLI Part 1 & 2 (Physical) - 29th & 30th Jan 2022 - The Oasis Public School - Ranipet



D-3231 – RLI Part 1 & 2 (Physical) – 29th & 30th Jan 2022 – The Oasis Public School - Ranipet



Zone 6 Activities

Zone 6 Districts (10) - 3030, 3100, 3110, 3120, 3240, 3250, 3261, 3262, 3291, 3292

DIVISION ADVISOR	DIVISION CHAIR	DIVISION SECRETARY
PDG. Sandeep Narang Email Id : pdgsandeep@gmail.com Mobile #: +91-9234669205	PDG. Dilip Patnaik Email Id : dilip3260@gmail.com Mobile #: +91-9437052286	PDG. Angsuman Bandyopadhyay Email Id : ab3291@gmail.com Mobile #: +91-9830077307

Sl #	Host District	Dates	Language	RLI Part	Participants	Mode of training	Facilitators
1	RID 3250	27th - 29th Jan 2022	English	Part 1	21	Virtual	PDG. Dilip K. Patnaik, PDG. Rajan Gandotra, PDG. Sandeep Narang, PDG. Rajiv Sharma, PP. Mohan Kumar
2	RID 3100	06th & 20th Feb 2022	English	Part 1	21	Virtual	PP. Sudhindra M. Sharma, PDG. George Sundarraj, PDG. L.M. Gupta, PDG. Dilip K. Patnaik, PDG. Sandeep Narang
3	RID 3250	10th - 12th Feb 2022	English	Part 1	21	Virtual	PDG. Dilip K. Patnaik, PDG. Rajan Gandotra, PDG. Sandeep Narang, PDG. Rajiv Sharma, PP. Mohan Kumar
4	RID 3250	17th - 19th Feb 2022	English	Part 2	25	Virtual	PDG. Dilip K. Patnaik, PDG. Rajan Gandotra, PDG. Sandeep Narang, PDG. Arun P. Gupta, PP. Harsh Gupta, PP. S.N. Sharma
5	RID 3250	24th - 26th Feb 2022	English	Part 3	23	Virtual	PP. Mohan Kumar, PP. S.N. Sharma, PP. Binod Khaitan, PDG. Rajan Gandotra
6	RID 3261	05th & 06th Mar 2022	English	Part 2	14	Physical	PP. Ghanashyama Meher, PP. Prasant Rath, PP. Md Parvez, Rtn. Syed Bilal Akhtar Mallick, PP. Putul Rahul, Rtn. Trishna Rani Bag, Rtn Chinmay Satpathy, PDG. Dilip K. Patnaik, PDG. S. Jagatramka, PDG. F.C. Mohanty, PP. Anjana Maitra,
7	RID 3261	06th Mar 2022	English	Part 3	16	Physical	PDG. Dilip K. Patnaik, PDG. S. Jagatramka, PDG. Dr. Ashok Singh, PP. Anjana Maitra,
8	RID 3250	12th & 13th Mar 2022	English	Part 3	12	Virtual	PP. Mohan Kumar, PDG. Sandeep Narang, PDG. Dilip K. Patnaik, PP. S.N. Sharma, PDG. Rajan Gandotra
9	RID 3100	20th & 27th Mar 2022	English	Part 2	21	Virtual	PDG. Rajiv Sharma, PP. Mohan Kumar, PP. S.M. Sharma, PP. Mrs. Seema Singh, PDG. George Sundarraj, PP. C.M. Bendre
10	RID 3240	26th & 27th Mar 2022	English	Part 1, 2 & 3	28	Physical	PDG. Sandeep Narang, PP. Jayabrata Banerjee, PP. Pradeep Pellai, PP. Barnabas Nongbah, PP. Anjana Maitra, PP. Siuli Mukherjee, PP. Sailesh Sarma, DGND, Sukhminder Singh

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D-3261 – RLI Part 1, 2 & 3 (Physical) – 5th & 6th Mar 2022 - Sambalpur



Zone 7 Activities

Zone 7 Districts (09) - 3020, 3131, 3132, 3150, 3160, 3170, 3181, 3182, 3190

DIVISION ADVISOR	DIVISION CHAIR	DIVISION SECRETARY
PDG. Rajendra Rai Email Id :hrajendrara@gmail.com Mobile #: +91-9845489604	PDG. Dr. Jorson P Fernandes Email Id :drjorsonferns@gmail.com Mobile #: +91-9822101334	PDG. Ratna Prabhakar Email Id : arpocratna@gmail.com Mobile #: +91-9881498787

D-3170 - Graduate course (Physical) - 18th Feb 2022 - Goa



Sl #	Host District	Dates	Language	RLI Part	Participants	Mode of training	Facilitators
1	RID 3170	14-16th Jan 2022	English	Part 2	19	Virtual	PP.Rtn.Prakash Saraswat, PP.Rtn.Subash Sajane, PP.Rtn.Gauri Shirgaonkar, PP.Rtn.Ajay Menon, PP.Rtn.Gaurish Padukone, PDG George Sundaraj
2	RID 3170	18th Feb 2022	English	Part 1	16	Physical	PDG Rajiv Pradhan, PP.Rtn.Dr Lenny D'Costa, PP.Rtn.Gaurish Padukone, PP.Rtn.Dr Priscilla Sundaraj, PP.Rtn.Ajay Narkesari, PP.Rtn.Ajay Menon
3	RID 3170	18th Feb 2022	English	Part 1	17	Physical	PP.Rtn.Gauri Shirgaonkar, PP.Rtn.Dr Priscilla Sundaraj, PP.Rtn.Prakash Saraswat, PP.Rtn.Nagraj Joshi, PP.Rtn.Anjana Maitra
4	RID 3170	18th Feb 2022	English	Part 3	18	Physical	PP.Rtn.Mohan Kumar, PP.Rtn.Anjana Maitra, PP.Rtn.Subash Sajane, PDG George Sundaraj, PP.Rtn.Ajay Menon
5	RID 3170	18th Feb 2022	English	Part 3	17	Physical	PP.Rtn.Subash Sajane, PDG George Sundaraj, PP.Rtn.Ajay Narkesari, PP.Rtn.Mohan Kumar, PP.Rtn.Gauri Shirgaonkar
6	RID 3170	18th Feb 2022	English	Graduate	18	Physical	PP.Rtn.C M Bendre, PDG Dr Jorson Fernandes
7	RID 3170	18th Feb 2022	English	Graduate	17	Physical	PDG Rajiv Sharma, PDG Nikhilesh Trivedi
8	RID 3170	19th Feb 2022	English	Part 1	16	Physical	PDG Rajiv Pradhan, PP.Rtn.Anjana Maitra, PP.Rtn.Ajay Narkesari, PP.Rtn.Dr Lenny D Costa, PP.Rtn.Kishor Dume, PP.Rtn.Dr Gaurish Padukone
9	RID 3170	19th Feb 2022	English	Part 2	10	Physical	PP.Rtn.Dr Priscilla Sundaraj, PDG Dr Jorson Fernandes, PP.Rtn.Ajay Menon, PP.Rtn.Anjana Maitra, PDG Rajiv Pradhan, PDG Dr George Sundaraj
10	RID 3170	19th Feb 2022	English	Part 3	18	Physical	PDG Nikhilesh Trivedi, PDG Dr George Sundaraj, PDG Rajiv Sharma, PP.Rtn.C M Bendre, PP.Rtn.Dr Lenny D Costa
11	RID 3170	19th Feb 2022	English	Part 2	17	Physical	PDG Rajendra Rai, PP.Rtn.Prakash Saraswat, PP.Rtn.Dr Gaurish Padukone, PDG Dr Jorson Fernandes, PDG Rajiv Sharma, PP.Rtn.Ajay Menon
12	RID 3170	19th Feb 2022	English	Part 3	16	Physical	PP.Rtn.C M Bendre, PDG Rajendra Rai, PDG Nikhilesh Trivedi, PP.Rtn.Ajay Narkesari, PP.Rtn.Prakash Saraswat
13	RID 3170	19th Feb 2022	English	Graduate	18	Physical	PP.Rtn.Subash Sajane, PP.Rtn.Gauri Shirgaonkar
14	RID 3170	19th Feb 2022	English	FoT	13	Physical	PP.Rtn.Mohan Kumar
15	RID 3170	20th Feb 2022	English	Part 2	17	Physical	PP.Rtn.Prakash Saraswat, PP.Rtn.Anjana Maitra, PDG Rajiv Pradhan, PP.Rtn.Nagraj Joshi, PP.Rtn.Subash Sajane, PDG Rajendra Rai
16	RID 3170	20th Feb 2022	English	Part 3	16	Physical	PDG Rajiv Pradhan, PP.Rtn.Subash Sajane, PDG Rajendra Rai, PP.Rtn.Anjana Maitra, PP.Rtn.Prakash Saraswat
17	RID 3170	20th Feb 2022	English	FoT	12	Physical	PP.Rtn.Mohan Kumar
18	RID 3170	20th Feb 2022	English	Graduate	16	Physical	PDG George Sundaraj, PP.Rtn.Dr Priscilla Sundaraj
19	RID 3170	20th Feb 2022	English	Graduate	18	Physical	PDG Dr Jorson Fernandes, PP.Rtn.C M Bendre
20	RID 3170	20th Feb 2022	English	Graduate	15	Physical	PDG Rajiv Sharma, PP.Rtn.Ajay Narkesari
21	RID 3170	03rd Mar 2022	English	Part 1	20	Physical	PP.Rtn.Binoy Momaya, PP.Rtn.Vasuki Sanji, PP.Rtn.Dr Gaurish Padukone, PP.Rtn.Prakash Saraswat, PP.Rtn.Dr Pallavi Deshpande, PP.Rtn.Anil Jain
22	RID 3170	19th & 20th Mar 2022	English	Graduate	20	Virtual	PP.Rtn.Sudhindra Mohan Sharma, PP.Rtn.Ajay Narkesari
23	RID 3170	1st - 03rd Mar 2022	English	Part 1	15	Virtual	PP.Rtn.Gauri Shirgaonkar, PP.Rtn.Dr Lenny D Costa, PP.Rtn.Vasuki Sanji, PP.Rtn.Prakash Saraswat, PP.Rtn.Dr Gaurish Padukone, PP.Rtn.Ajay Menon

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Knowledge Corner

Rtn Mohan Kumar K V

Joint Secretary - Rotary Leadership Institute South Asia & Master Trainer
Director - Strategic Planning Rotary Fellowship Group (SPROF)-S Asia Charter President
Rotary Bangalore Prime, RI District 3190; Global LN-4 Ambassador
e-mail : mohan@rotarybangaloreprime.org



Continuing Learning & Development (CLD) Policy of Rotary Leadership Institute South Asia

Rotary Leadership Institute South Asia (RLISA) is committed to discussion leader development offering a supportive environment for newly qualified and experienced discussion leaders by offering learning and development opportunities for discussion leaders at all stages of their RLI journey.

Objectives

The objective of CLD is to maintain high standards of professionalism within RLISA and to ensure that knowledge is translated into best practice.

CLD should contribute to the following areas of development:

- Maintenance of discussion leader competence
- Enhancement of existing knowledge and skills
- Development of new knowledge and skills

Primary responsibility of RLISA discussion leaders

It is each discussion leader's primary responsibility to develop and maintain a level of competence that will satisfy individual, RLI and Rotary requirements, i.e:

- CLD activities undertaken must therefore be relevant, contribute to the development and maintenance of specific competence and prepare the discussion leader for their current and possible future roles.
- All discussion leaders must maintain a record of their CLD activities and report the CLD activities earned during the relevant reporting period.
- Each member should record at least 50% of their overall required CLD points annually in order to retain their discussion leader certification status. This will be reviewed by RLISA on an annual basis.
- Ethics and Honesty

Mandatory Continuous Learning & Development in RLISA

CLD is mandatory for members holding the following RLISA designations:

- Zone Chair
- Zone Secretary
- RLI District Coordinator
- Discussion Leader

Formal Observations

All new qualified discussion leaders will be briefly observed within their first six independent sessions and monitored and appraised during the review period. There will be at least one formal observation with a full topic every year for all discussion leaders. This is to ensure quality of discussion is being maintained and to identify any areas that needs addressing so that it meets the needs of the learners and RLISA. Further observations may be scheduled with notice at a six-month interval. If a discussion leader wishes to be observed on a particular topic at any time this can be arranged.

Peer Observations

Formal peer observations of other discussion leaders are arranged each term. The RLISA General Secretary will arrange for a topic to be covered or one will be asked to peer observe at another suitable time. Arrangements can be made at any time for discussion leaders to peer observe. This can be arranged and encouraged amongst the discussion leaders themselves. A record of formally arranged peer observations are kept and discussion leaders are encouraged to use a peer observation task or use their own notes. Any completed tasks or notes will be filed in the discussion leaders' log.

April 2022

This policy is reviewed on an annual basis. However, if any issues relating to the policy should arise, the policy will be reviewed immediately.

Date of next scheduled review: April 2023

Continuing Learning & Development (CLD) Policy of Rotary Leadership Institute South Asia

Continuing Learning & Development Log of RLISA

Please provide the following information for each learning activity, until you reach 20 hours of CLD (of which 10 hours must be participatory).

Guide to completing CLD record log

Examples of learning method - Online learning (Learning Center) - In- Person Training (Rotary/RLI) - Independent learning		What was the topic? Please give a brief outline of the key points of the learning activity, what you learnt, and how you have applied what you learnt to your practice.		
Dates:	Method Please describe the methods you used for the activity:	Topic(s):	Number of hours:	Number of participatory hours:
(Please add rows as necessary)			Total:	

Formula of 4 for GRANTS and TRF

District grants are aligned to TRF Mission statement which focuses on 4 components:

1. Improving health
2. Supporting quality education
3. Protecting the environment
4. Alleviating poverty.

We contribute mainly to 4 major types of Funds:

1. Annual Fund
2. Endowment Fund
3. Polio Plus Fund
4. Giving towards a Global Grant.

There are 4 major types of programmes we do through TRF:

1. Humanitarian Grants
2. Scholarships
3. Polio Plus
4. Vocational Training Team.

Four important things one must never forget while doing a Global Grant.

1. Community need assessment
2. Sustainability
3. Measurability
4. Stewardship.

Four major conditions to be fulfilled while doing a Global Grant:

1. The total budget should be not less than \$ 30,000
2. It must be aligned to one or more areas of focus.
3. There should be an international partner.
4. In a normal Grant, there should be at least 15% contribution from the International partner, of the contributions from all the partners.

Expert's Talk

Club Transformation is Important for Rotary Clubs that are suffering Membership Decline

By: PDG Tom Gump and PRID Stephanie Urchick, USA, based on materials adopted from their Workshop titled "Not Your Grandfather's Rotary Club or Is It?"

When you hear "popular culture" an image pops into your mind. What do you think of when you think of "corporate culture?" What about a "Rotary club's culture?" A club's culture is a powerful force. It is the unwritten rulebook that determines "the way we do things around here." It is the behaviors and attitudes of your members that reflect your club's values and beliefs. If things are going smoothly in your club - growth and diversity, foundation giving, activity in all five areas of service, approved grant applications, and so on - your club's culture is a source of strength. However, if there has been a decline in one or more of those areas, the culture may need shifting to realize something different - a change. Change is often met resistance, based in fear of the unknown. Even with the fullest amount of information possible, there are things we cannot predict, which can be a scary proposition for some club members.

Understanding Your Club's Culture

Of course, you have to understand your club's culture to know three very important things: (i) if it needs to be changed; why it needs to be changed (maybe the club's values or your values don't align with the existing culture); and, lastly, how to change it.

This understanding can come from an assessment of your club. Rotary has six major assessment tools that can help you understand your club's culture. The two commonly used are the "Rotary Club Health Check" (taken by a club's Board of Directors) and



"Membership Satisfaction Survey" (taken by a club's members). You should conduct a survey. Your club members will love to receive a survey because they will know their opinion is being solicited. Where do you find a survey form? You can simply go to My Rotary and search under "Health Check." You can use it like it is or you can cut and paste the parts you want into Survey Monkey and send it out that way. That is what my district did.

Now some might find that those surveys are too long for your liking. You do not have to use that survey, you can simply ask a few questions, for example, do you like our club's meeting time; place; format (four meetings a month versus two); delivery (in-person versus virtual); socials; service projects, dues structure and time obligations?

There are typically only 5% of responders that state they are "dissatisfied" or very "dissatisfied." We should thank these individuals for letting us know. But, when we ask them why they are dissatisfied, most are dissatisfied for a reason that is really simple to fix. Most give the reason that they don't like the time that the club meets. Well, if you have a club of forty members and eight want to meet at lunch time instead of for breakfast, you can simply form a satellite club off of your club that meets at lunch.

When do you conduct a survey? If you are conducting only one survey, do it now - do not wait until someone is leaving the club, as they might not give you an honest answer at that point as to why they are leaving. Now is also the perfect time to conduct a survey as many clubs are deciding to move from virtual meetings to in-person and/or hybrid meetings.

Fight for Your Club or Re-imagine it?

We are faced with a choice: fight or flight? Which is a better choice - to fight to protect the current club as it is, or to flee to escape the current club as it is? It depends. A critical question to ask is "Are there enough influences, spark plugs, in this club to help move the needle in a positive direction?" When you have others in the club who are as committed to culture shift as you are, you have a good chance of having your ideas take hold. Trying to transform culture if you are the only member interested in doing so, is a recipe for failure.

Create "Buy-in" - It Is Important

Establishing buy-in with club members helps your club stay productive when things begin to change. Club members need to understand and accept any necessary changes. The way to get buy-in is to involve members in problem-solving and decision-making. Ask for help! Not every decision or problem will require consensus but involving member in problem-solving, whether it's gathering relevant facts, getting suggestions, or simply providing opinions, is crucial for gaining buy-in. Listening to your club members may not change the outcome, but it lets members know they will be heard as you work to improve or maintain the club experience.

How to Find the Spark Plugs in Your Club or Community

Some Rotary and Rotaract Club soar. Others splash around just above the surface and before long, find themselves under water. How do you find the members of your club who will jump on your band wagon to create a more appealing and appropriate club experience, that is club culture?

Don't let dead spots overshadow bright spots in your club. Giving CPR to nay-sayers may feel more important than encouraging those bright spot folks...but it isn't! You know this already, but look for those club members with: gumption; members will love to receive a survey because they will know their opinion is being solicited. Where do you find a survey form? You can simply go to My Rotary and search under "Health Check." You can use it like it is or you can cut and paste the parts you want into Survey Monkey and send it out that way. That is what my district did.

Now some might find that those surveys are too long for your liking. You do not have to use that survey, you can simply ask a few questions, for example, do you like our club's meeting time; place; format (four meetings a month versus two); delivery (in-person versus virtual); socials; service projects, dues structure and time obligations?

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When do you conduct a survey? If you are conducting only one survey, do it now - do not wait until someone is leaving the club, as they might not give you an honest answer at that point as to why they are leaving. Now is also the perfect time to conduct a survey as many clubs are deciding to move from virtual meetings to in-person and/or hybrid meetings. High energy; strong results; deep connection; consistent creativity; powerful grit (i.e., the ones who resolve to overcome obstacles); desire to contribute; realistic optimism (they often remark "We can figure this out!"); good communication skills; confident self-respect; they feel good about themselves and the rest of the club members; and, they are not afraid to try things. Nay-sayers want perfect before they try anything. Spark Plugs perfect as they go.

Spend more time fueling those spark plugs and less time giving CPR to the nay-sayers. Remember, when there is a positive, bright change in your club someone started it!

Rotary's Change Model

So now that you have your champion(s), it's time to come up with a Road Map of how you are doing to make the transformation and adapt your club or district's culture to become the club you want to be. For this we look to Rotary's Change Model.

ASSESS : Before any action is taken, the change leader should be able to describe the need for change. This goes back to the assessment tools we discussed and the survey. What to ask: What problem is the change solving? What to do: Understand the environmental influences for the change, and write an initial statement clarifying the desired outcome.

DESIGN : Next, the Spark Plug or “Change Leader” designs a change strategy. What to ask: What is our vision for success? What is the new way people will do things? What to do: Write a vision statement, assemble a change team, and decide what organizational tools are needed for success.

BUILD : In this phase, the change leader develops the roadmap for the change. What to ask: How, and how often, should I communicate with stakeholders? Who needs training and when? What to do: Create a communication and training plan.

IMPLEMENT : The change is put in place. The change leader must support people, adjust benchmarks if necessary, and respond to resistance. What to ask: Is the change team ready to lead? What to do: Support people throughout the change with commitment, coaching, and communication. Respond to resistance thoughtfully. Sustain: Ensure the change will last. What to ask: Are the structures in place for this change to continue after the change team disbands? What to do: Invest in necessary technology and resources, and ask for the commitment of future leaders and team members.

How To Communicate and Market a New/Reinvented Club Culture

While a healthy, robust and appropriate culture unifies a club, it is tough to instill one when there is more than one member. The larger the club, the more difficult it can be. There are going to be many opinions and much resistance. While some club members may feel that there was no real need for any changes, others might feel that the new “culture” doesn’t match their values or expectations for a

Rotary club. However challenging it might look, it is possible to bring about the change, communicate it to all, and market it to potential members. Keep these guidelines in mind:

1. Accept that you cannot convert all members at once. Trying too hard to get every club member to accept changes will only lead to disappointment and frustration. Start with those members who have “influence” over others. They are those change champions who are enthusiastic about adopting and influencing the club culture. Once they are committed to the new changes, comment on their behaviours and attitudes in club meetings, bulletins, emails, etc. so that other members get the message.
2. Make them feel like they are part of the process. You, and the other influencers in the club, need to make every other member feel like they are an integral part of the change process. Keep them in the loop about developments, take their suggestions and opinions, and provide reasoning for ‘why’ a change is taking place. This can help make them feel valued and motivate them to adapt to the new change gracefully.
3. Maintain a few old traditions. Make sure the changes you are implementing aren’t taking away the little things that matter to your club members. That might be social events, special recognitions, or other activities related to interests. Organize an international food festival with a local business or company that shares your club’s interest in diversity.

Learn More...

If you want to learn more on this topic, simply reach out to us and schedule a *Not Your Grandfather’s Rotary Club or Is It?* workshop for your Rotary zone, multi-district, district event or Presidents-elect Training Seminar.

Challenging Status Quo in Rotary

Rotary is in the process of a constant change to ensure it is relevant. "This is a changing world; we must be prepared to change with it. The story of Rotary will have to be written again and again." – Paul Harris, This Rotarian Age, circa 1935

There are many factors that has contributed to the change in Rotary. Some of the reasons include but not limited to:

- Change in Leadership thought process, ideas, beliefs, opinions due to annual change in leadership for most roles.
- Change brought about by flexibility approach of Rotary suiting the stakeholders needs that includes type of clubs, meeting options (in-person, virtual, hybrid), membership
- Usage of Technology (Virtual meetings, Reporting (Rotary Club Central, digital platform www.rotary.org)
- Changes in the needs, situation, locations and environment of the ecosystem in which we operate

Being a diverse organisation, status quo bias has been tested in this pandemic. Rotary International Convention, Rotational International Assembly are some of the status quo bias that have been challenged.

Any change triggers opportunities and risks. Challenging the status quo trigger questions. Challenging the status quo is important because it



gives us the opportunity to have a deeper conversation about our purpose and relevance.

Bigger, Better and Bolder Projects, means challenging the status quo is not an option but a necessity.

Online and blended learning platforms are helping participants of diverse culture to access quality edification, leading to life-long learning. A cause-based advocacy club with a global diversity is a reality.

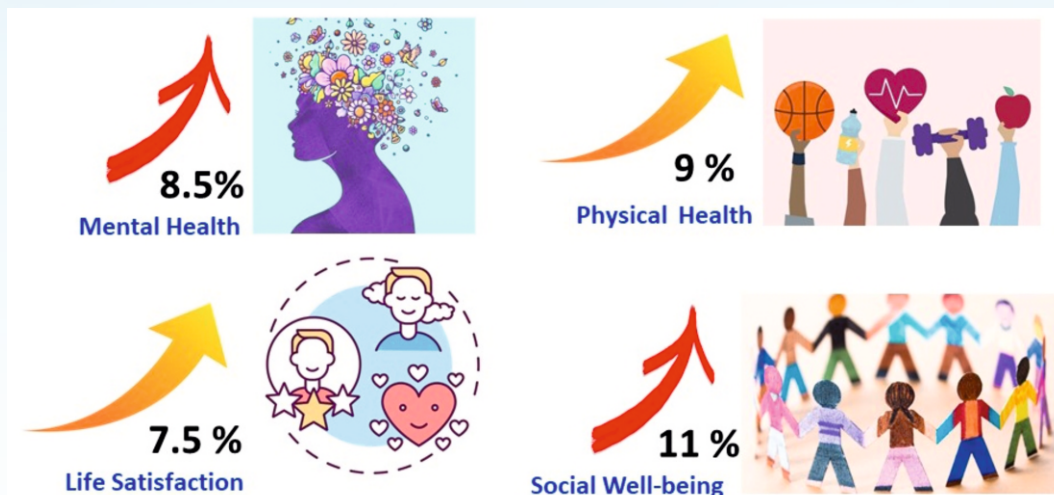
Rotary International Strategic plan and Actions plan is the change model that we need to embrace. It's the road ahead to the new normal, acknowledging the fast changing world around us.

Rtn Mohan Kumar K V

Joint Secretary - Rotary Leadership Institute South Asia & Master Trainer
Director - Strategic Planning Rotary Fellowship Group (SPROF)-S Asia Charter President
Rotary Bangalore Prime, RI District 3190; Global LN-4 Ambassador
e-mail : mohan@rotarybangaloreprime.org

The Volunteer Effect

Volunteering has positive impact on you and the community around you



Event Showcase

PP Rtn. Prakash Saraswath

RLI District Coordinator D-3170

RLI Multi District Event: Goa - February 2022

Rotary Club of Panaji, Rotary Club of Vasco Da Gama and Rotary Club of Bicholim had jointly organised a three-day multi district (with all Districts of Zone 7 - 3020, 3131, 3132, 3150, 3160, 3170, 3181, 3182 and 3190) Rotary Leadership Institute (RLI) event in Goa from 18th to 20th of February, 2022.

We had 305 seats with over 215 Rotarians, 28 Rotaractors from 108 Clubs across 18 Rotary Districts attended the mega event. Event was successfully hosted across two venues viz. The Banquets, Caculo Mall Panaji and Fern Kadamba on Kadamba Plateau, Goa Velha.

19 of the finest RLI Facilitators, including RLI Executive Director PDG Rtn George Sunderraj, RLI Joint Secretary PP Rtn. Mohan Kumar K. V. and RLI Zone 7 Chair PDG Rtn Dr. Jorson Fernandes, along with faculty from the last FoT course, conducted the sessions for the participants.

Besides regular Part I (3 batches), Part II (3 batches) and Part III (5 batches) and FoT (2 batches) of the RLI curriculum, special attractions of the event were the 5 full days' graduate courses (post Part III) on:

- 1) Diversity in Rotary & Ethics.
- 2) Effective Public Speaking .2 batches)
- 3) Motivating Volunteers & Membership Issues
- 4) Ethics & COL.
- 5) Motivating Volunteers & Public Relations. (organised for the first time ever in India)

More than 100 participants who registered and attended for these courses, benefited with the intensity of level of deliberations and discussions and had many Rotary related concepts cleared from facilitators. Certificates were issued to the participants on completion of their respective batches.

Another important attraction of the event was "Cruise Gala Dinner" - beautifully managed by Rotary Club of Bicholim. All the attendees enjoyed the cruise ride, fellowship and hospitality of the host Clubs.

Speaking at the valedictory session, DG Rtn. Gaurish Dhond congratulated the Team RLI and all 3 host clubs for successfully organising a wonderful event. He also thanked the facilitators and participants for making it all the way to Goa from different parts of India to participate in the event.

PDG Dr George applauded the efforts of Rtn Prakash Saraswat, District Secretary RLI and entire team RLI - District 3170 in organising such a unique event and urged them to continue their good work in imparting Rotary knowledge through RLI, thereby creating a pool of knowledgeable Rotarians in times to come. Event Chairman Rtn Kishor Dhume proposed a formal vote of thanks.



All the participants returned home with lots of Rotary Knowledge, new friends and memories to cherish forever.

District Team :

PDG Dr. Jorson Fernandes (RLI Zone 7 Chair),
Rtn. Prakash Saraswat (District Secretary),
Rtn. CS Swapnil J Dixit (DCC RLI Goa),
Rtn. Dr Anil Garag (DCC RLI Karnataka),
Rtn. Gauri S Shirgaonkar (DCC RLI Maharashtra)

Event Team :

Rtn. Kishor Dhume (Event Chair),
Rtn. Salil Kossambe (Event Secretary),
Rtn. Amit Talpade (Registration Chair),
Rtn. Ankur Shanbag (Treasurer),
Rtn. Dr. Sandip Sawant (Fellowship Cruise)

Personal Note:

It was a dream which I had been nurturing since 2013 to have a multi-level, District RLI event in Goa. It came very close to my original plan with a 6 batch, 110 seats RLI event in April 2021.

When we decided to have a bigger event, our plan was for 11 batch, 220 seat event and had booked the venues accordingly. As we saw the registrations status 4 months before the event, we realised that there was a bigger event coming up, so we started looking for an additional venue. By December we were looking at 22 batches, 440 seats event gearing up with full confidence to host that event.

Then came the 3rd Covid Wave and we had a very quiet January with cancellations happening. It was God's grace and the passion of the participants that we finally had 19 batches, 305 seats actually attended.

It was something unimaginable or thought of by anyone!

We will probably be looking at another Big RLI Event next year and continue building bridges of fellowship along with sharing and learning, this time with participants from neighbouring countries too.

Rtn. Prakash Saraswat

District Coordinator - 3170

Event Showcase



DISCOVER NEW HORIZONS

ROTARY INTERNATIONAL CONVENTION
HOUSTON, TEXAS, USA, 4-8 JUNE 2022

#Rotary22



RLI Breakfast meet

at

Hyatt International, Houston, USA

from 8.00. A.M. on 8th June.

A wonderful opportunity to meet all the
World leaders of Rotary Leadership Institute.

RLI INTERNATIONAL CHAIR

Michael McGovern

will be attending.

Registration token at the RLI cubicle in

the Hall of Friendship

(Nominal charges: \$40)

Don't miss the event!

Rotary History - International Conventions

On 15th Aug 1910, Paul Harris convened the first Rotary convention in which 16 clubs in the United States participated. In Rotary's early years, the convention delegates debated and voted on changes to Rotary's Constitution and Bylaws. As membership and convention attendance grew, this process evolved, and in 1977, the Council on Legislation became Rotary's legislative body.

Since 1910, the Rotary convention has combined fellowship with Rotary business and inspired attendees with notable guest speakers and entertainers, workshops, and messages from Rotary leaders. Rotary convention has remained the main event for meeting friends, celebrating accomplishments, and discussing the future of Rotary. Many Rotary milestones and memorable moments are associated with a convention:

- | | |
|----------------------------------|---|
| 1917 : Atlanta (USA) | - Rotary President Arch C. Klumph inspired the creation of The Rotary Foundation |
| 1931 : Vienna (Austria) | - First commemorative postage stamp honouring Rotary |
| 1978 : Tokyo (Japan) | - Rotary President Clem Renouf announced a new grant program to improve health, alleviate hunger, and enhance human and social development setting the stage for today's global grants. |
| 1980 : Chicago (USA) | - Albert Sabin, developer of oral polio vaccine, spoke at the Rotary Convention and stressed the importance of mass vaccination campaigns. |
| 1988 : Philadelphia (USA) | - Rotary began its Polio Plus campaign with an initial fundraising pledge of \$120 million |
| 1989 : Seoul (Korea) | - Rotaract members gathered for the first Rotaract Pre convention in conjunction with the convention. |



RTN. SHEKHAR MEHTA
Rotary International President

The City of Nizams awaits to
welcome you at the
**ROTARY INTERNATIONAL
PRESIDENTIAL
CONFERENCE 2022!**

29th APRIL TO 1st MAY, 2022,
at the State-of-the art Convention center –
HICC–Novotel Hyderabad

Network, Celebrate, Unwind, Enjoy!

RIPC 2022 will highlight the humanitarian work that Rotary clubs and districts pioneer locally and support globally in seven area of focus.

About 30,000 Sft in HICC is earmarked for House of Friendship (HOF) that will have food courts with continuous entertainment and Rotary and commercial booths providing you an opportunity to showcase your projects and business or products.

- *More than 25 Motivational Speakers!*
- *Foot tapping Power Packed Performance by Gurdeep Mehndi & 30 more Professional Performers!*
- *Theme Dinner & Lunches*

We look forward to your participation in making the RIPC 2022 a grand success.

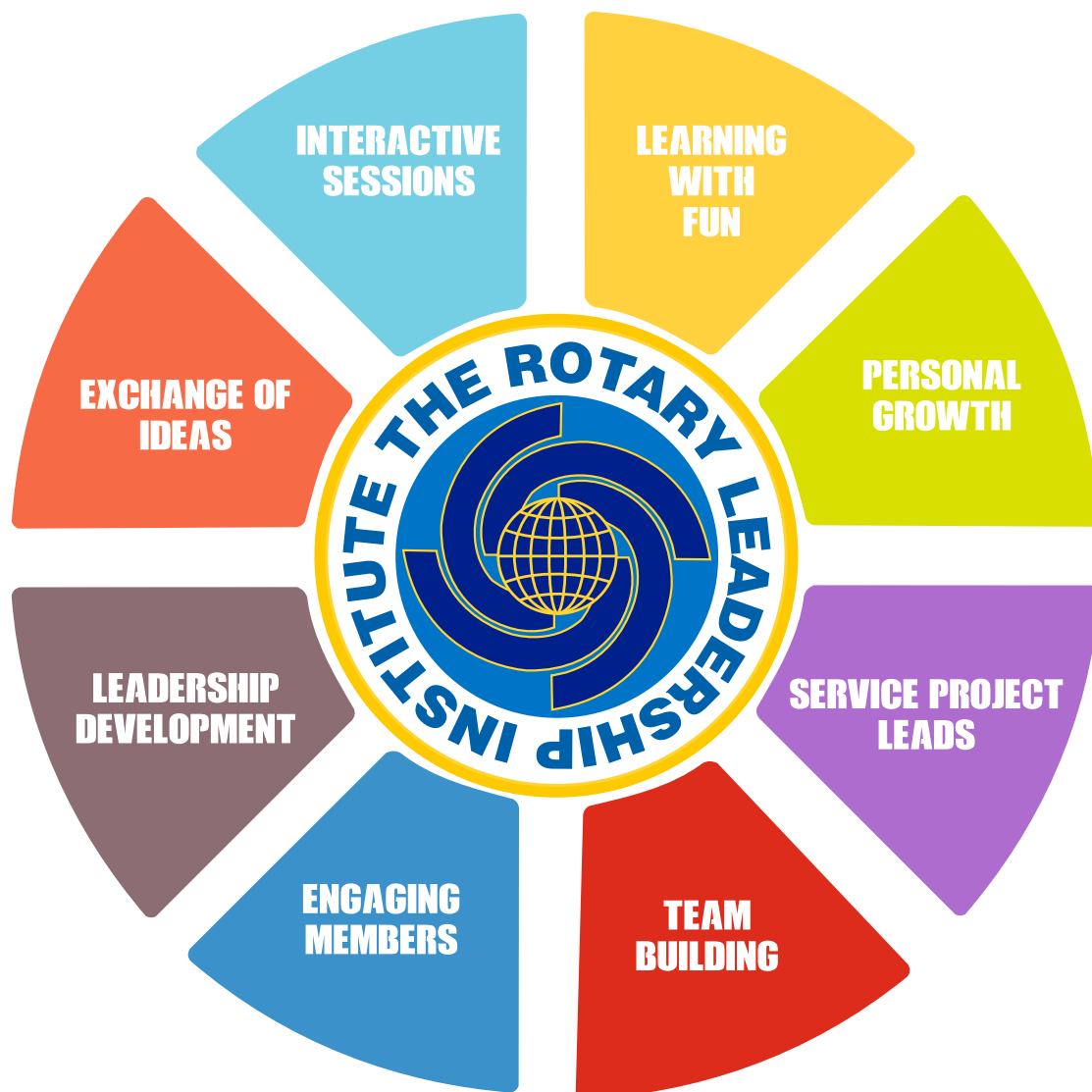
Please register at
www.rip2022.com

Take your

Rotary leadership skills

to the next level with

RLI



*Contact your District RLI Chair
for upcoming RLI sessions*