



ZONTA
CLUB OF
OULU II

MEMBER OF ZONTA INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

Leadership Development Program in District 20

Background

In the spring 2017 governor Tuija Kirveskari-Tähtinen started a program to develop leadership at club levels in Zonta International District 20. Tuija called a few zontians from some District clubs to work together to examine actual leadership challenges in D20 and to collect and develop means to meet these challenges.

The Leadership Development Group has collected and created material to meet the task. The group of six zontians (in the guidance of the former governor Tuija Kirveskari-Tähtinen and governor Lea Helle) has had numerous Adobe Connect-meetings to discuss many leadership issues and to assess former materials and to find new viewpoints in the leadership reality of our district. They have also led a workshop in the D20 Spring Seminar in Espoo, Finland 2018. The attendants in the workshop were mostly club presidents and club vice presidents. The material and the “leadership-analyzing-tool” were presented by the developmental group in the workshop. They were intensely discussed, warmly welcomed and appreciated.

This “leadership-analyzing-tool” seems to help leaders, not only at club level, but at all levels in the district to understand the actual leadership challenges in a club and in the district. It is important to point out that all the time we have carefully taken into account all instructions in the Zonta Club Manual (Nov. 2017) etc. We have also studied the Leadership Development Program in the ZI pages.

The Leadership Analyzing Tool for ZI D20 Leaders

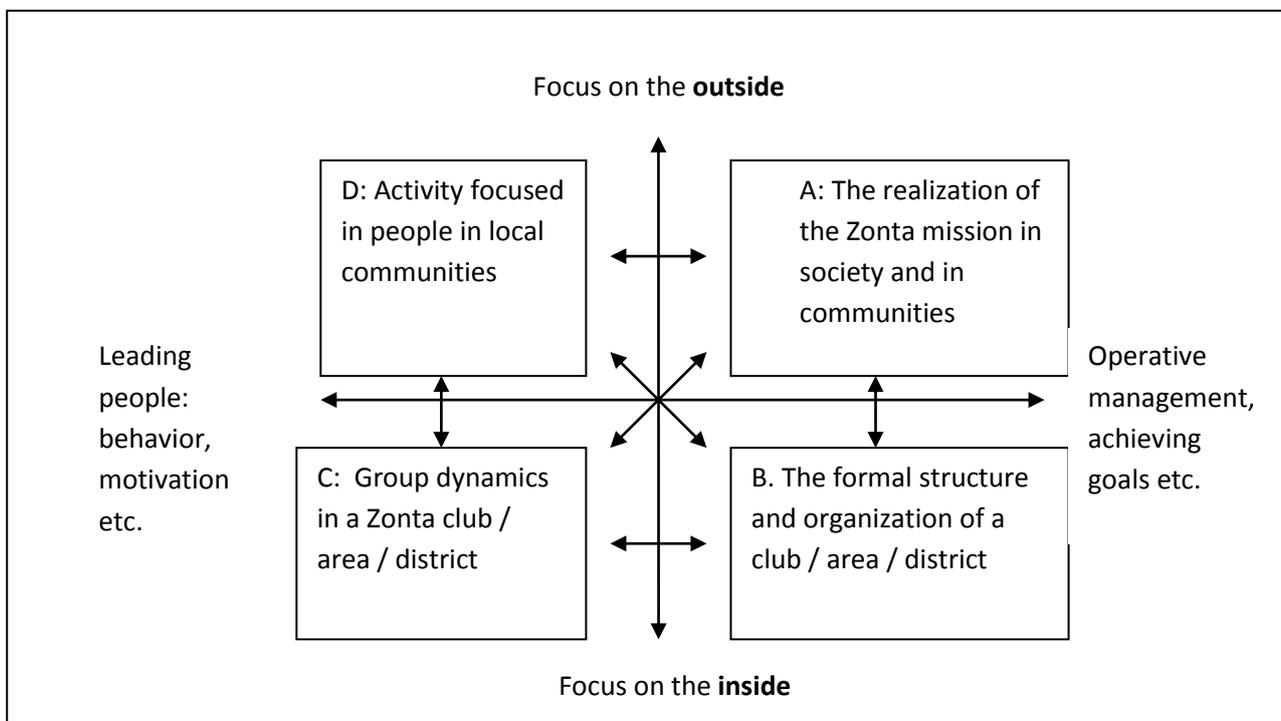
This tool is like a map in the complicated world of club reality, where multiple goals exist and there is a limited time frame to work towards these goals. It is planned to help to understand where the actual and to-the-date challenges lie. It should help leaders and all club members to use their time and efforts towards the Zonta goals more efficiently.

This tool consists of two main dimensions which are typical in any kind of business that has some kind of purpose and certain goals to achieve and a hierarchy for organizing leadership. The first dimension is based on the traditional division of the focus of leadership activity, i.e. the **leadership-management-dimension**.

If you talk about management, you mostly talk about operative management. The focus is in the realization of the purpose of the activity, on the rules, values and guidelines that all human groups have for example in businesses. The focus being in the managerial side of the dimension, you could say the manager/leader is working **with people** to achieve mutual goals. Whereas, if the leader's focus is in the leadership-side of the dimension, the leader's **focus is in the people**, in their behavior, motivation, productivity and well-being. The personality of a leader is maybe not so significant in operative management, but utmost important in leadership, when human relationships are emphasized.



The other dimension of this map or tool is the focus being in the **inner** structure, dynamics and organization of a club or **outside** of a club, in the local community or society on the whole. If you cross these two dimensions (leadership-management and inside-outside), you get a “four-field”, i.e. four seemingly different areas or sectors of activity in clubs that in different ways challenge Zonta leaders and all club members at different levels:



This map forms four different fields for leaders and club members to examine and analyze in any actual time and situation in the activity of a club / area /district. Of course all four fields are

interloping and there cannot be real limits between them, but this map is just to help to separate different goals and actions and to work economically.

To very shortly summarize what we include in these fields:

A: The Realization of Zonta Mission in society and communities

- mission and vision are agreed in Zonta International Conventions and District Meetings and thus delivered to all members
- Zonta work and activity is based on the Bylaws and other Guidelines of Zonta International
- the structure of the whole organization defines the place and level of a club and members/officials
- the Clubs /Areas / Districts are instructed and obliged to work towards the goals set by ZI Convention and District Meetings
- searching candidates for scholarships
- donations (goals and achievements)
- collaboration between Clubs, Areas and with the District Board and reporting to the DB and ZI
- taking part in the Inter District Seminars, the District Meetings, Spring Seminars and influencing decisions through delegates

B: The Structure and (formal) activity in a Zonta Club / Area /District

- strategic planning
 - o yearly plan
 - o overall strategy
- Club / Area /District meetings
- Club / District Committees
 - o founding Committees
 - o Committees activity follow-up
- Communication and other administrative tasks
- reporting ZI Headquarters about new and resigned members
- fiscal situation of the Club and District
- Evaluation and Development on the Club / Area / District activity

C: Group Dynamics

- the culture and behavior in meetings, discussions and communication
- solving conflicts
- sharing responsibilities and motivating members in different tasks
- Task Descriptions of the Officials
- briefing new members concerning ZI values, goals and practices and updating the data used in briefing/introduction
- surveys/inquiries addressed to members

D: Activity focused on people in local communities

- informing people in local communities about ZI values, goals, projects, achievements and local Club activity
- activating people to join projects
- recruiting new members to local clubs
- recruiting sponsors for events, projects, seminars and District Meetings
- collecting donations from the local community
- collaboration with other female organizations that share (partly) the same values and goals

On behalf of the Leadership Development Group of D20

Jaana Salomäki

Club Vice President, Zonta Oulu II, Area 2, District 20
Vice Area Director, District 20, Area 2
Leadership Development Coordinator in District 20

T. +358 50 363 1034

E. jaana.salomaki(at)dnainternet.net