



2023 Mid-year Training
Session Workbook
(All Sessions)

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Mid-year Training Program

Overview

Welcome to the 2022–2023 Mid-year Training! For the next two days, you will join your peers to celebrate successes, grow peer relationships, share best practices, reevaluate goals, create an in-depth action plan, and identify ways to achieve the District mission.

In Session 1: Welcome, you are introduced to the International Officers and Directors, Region Advisors, and World Headquarters staff who lead Mid-year Training, as well as to set the tone for the next two days.

In Session 2A: District Director Role Breakout, assess your progress toward achieving District goals and to develop strategies and solutions to fulfill the responsibilities of your role.

In Session 2B: Program Quality Director Role Breakout, you assess your progress toward achieving District goals and to develop strategies and solutions to fulfill the responsibilities of your role.

In Session 2C: Club Growth Director Role Breakout, assess your progress toward achieving District goals and develop strategies and solutions to fulfill the responsibilities of your role.

In Session 3: Exploring Team Dynamics, you explore your team dynamics, creating a more collaborative and cohesive District team that works together to accomplish the District mission.

In Session 4: Team Project Kickoff, you assess your progress toward reaching District goals and discuss actionable ways to reach Distinguished status. You will perform a gap analysis and create an action plan for the remainder of your term.

In Session 5: Organization Update, you review major changes in the organization that will impact Districts.

In Session 6: Day Two Kickoff, you prepare for Day Two of Mid-year Training.

In Session 7: Navigating Healthy Conflict, you reflect on your team dynamics during the first half of your term. You explore techniques that leverage your team strengths, promote healthy interactions, and empower you to stay focused on achieving the District mission.

In Session 8: Team Projects Work Time, you continue working with your team to develop a 5-to-7-minute presentation of the action plan you chose in Session 4.

In Session 9: Project Presentations, you work in a group of two (2) District Teams to present a feasible action plan you can complete within your program year.

In Session 10: Roundtable Discussions, you discuss additional topics affecting your ability to achieve the District mission and share ideas and insights you can implement during the current program year.

In Session 11: Conclusion, you reflect on your Mid-year Training experience, identify key insights, and celebrate your achievements as a District leader.

Agenda

Day One

7 to 8 a.m.	Breakfast
8 to 9:45 a.m.	Session 1: Mid-year Training Welcome
9:45 to 10:00 a.m.	Break
10 a.m. to 12 p.m.	Session 2A-C: Role Breakouts
12 to 12:45 p.m.	Lunch
12:45 to 1 p.m.	Networking Activity
1 to 3 p.m.	Session 3: Exploring Team Dynamics
3 to 3:15 p.m.	Break
3:15 to 4:15 p.m.	Session 4: Team Projects Kickoff
4:15 to 4:30 p.m.	Break
4:30 to 5:45 p.m.	Session 5: Organization Update
6:30 p.m.	Dinner with Project Team

Day Two

7 to 8 a.m.	Breakfast
8 to 8:30 a.m.	Session 6: Day Two Kickoff
8:30 to 10:30 a.m.	Session 7: Navigating Healthy Conflict
10:30 to 10:45 a.m.	Break
10:45 a.m. to 11:45 a.m.	Session 8: Team Projects Work Time
11:45 a.m. to 12:45 p.m.	Lunch
12:45 to 1 p.m.	Project Presentations Set Up
1 to 2:30 p.m.	Session 9: Project Presentations
2:30 to 2:45 p.m.	Break
2:45 to 4 p.m.	Session 10: Roundtable Discussions
4 to 4:15 p.m.	Break
4:15 to 5:15 p.m.	Session 11: Conclusion



Session 1: Mid-year Training Welcome

Introduction

The purpose of this session is to introduce you to the International Officers and Directors, Region Advisors, and World Headquarters staff who lead Mid-year Training, as well as to set the tone for the next two days.

Overview

First, you are welcomed to Mid-year Training and introduced to the Board of Directors, Region Advisors, and members of the World Headquarters (WHQ) team. Then, you hear from International Officers. Finally, you review the two-day agenda, logistics, and expectations.

In this session, International Officers and World Headquarters staff present the following:

- Welcome
- Introductions
- Logistics

Objectives

After completing this session, you will be able to:

- Identify the Board of Directors, Region Advisors, and World Headquarters team
- Recognize overall objectives of Mid-year Training

By meeting these objectives, you will be prepared for the remainder of Mid-year Training.

Time

- 8 to 9:45 p.m.
- 1 hour, 45 minutes

Notes

Use the space below to take notes.

Notes (continued)

Use the space below to take notes.

Conclusion

Use the space below to take additional notes.

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- The next session is Session 2: Role Breakouts
 - The session begins promptly at 10 a.m.
 - Check your individual schedule for the meeting room name and location.
 - Be prepared to access your Pre-work.



Session 2A: District Director Role Breakout

Introduction

The purpose of this session is for you to assess your progress toward achieving District goals and to develop strategies and solutions to fulfill the responsibilities of your role.

Overview

First, you celebrate your successes from the first half of your term. Next, you share a current challenge you are facing related to achieving District goals. Then, you receive strategies and ideas from your peers through a brainwriting activity. Finally, you apply lessons learned toward conducting District elections.

In this session, Region Advisors facilitate the following:

- Achieving District Goals
- Preparing for District Elections

Objectives

During this session, you will:

- Assess progress toward achieving District goals
- Develop solutions to challenges of District elections

By meeting these objectives, you are prepared to fulfill your role responsibilities and ensure the election process functions correctly.

Time

- 10 a.m. to 12 p.m.
- 2 hours (120 minutes)

Achieving District Goals

Activity: Celebrating Successes

Working individually, print your name, District number, and one (1) success related to your role responsibilities that you have experienced this program year. When instructed, display your paper on the Wall of Successes for all to see!

Use the space below to take notes.

Activity: Challenges and Solutions (Brainwriting)

Use the spaces below to take notes during the Whole Room Discussion.

What was your challenge?

What is one (1) valuable solution you received from the brainwriting activity?

Continue on the next page.

Use the space below to take additional notes during the Whole Room Discussion.

Preparing for District Elections

Activity: Overcoming Obstacles

Use the spaces below to take notes during the presentations.

Hybrid Annual District Meeting

Hybrid Credentials

Hybrid Voting

Hybrid Technology

Resources

[District Nominations Schedule](#) (Item 450A)

[Elections Toolkit](#) (webpage)

[Protocol 9.0: District Campaigns and Elections](#) (webpage)

[District Campaigns and Elections FAQ](#) (webpage)

[District Leadership Committee](#) (webpage)

[Candidate Campaign Guidelines](#) (webpage)

[Credentials and Elections](#) (webpage)

[Virtual Meeting and Voting](#) (webpage)

[District Council Meeting](#) (webpage)

[Virtual District Council Meeting Agenda](#) (webpage)

[Virtual District Council Meeting Script](#) (webpage)

Conclusion

What key insights from this session will you apply during your term?

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- Session 3: Exploring Team Dynamics
 - Session begins at 1 p.m. in the Main Session Room.



Session 2B: Program Quality Director Role Breakout

Introduction

The purpose of this session is for you to assess your progress toward achieving District goals and to develop strategies and solutions to fulfill the responsibilities of your role.

Overview

First, you share a current challenge you are facing related to enhancing club quality. Next, you receive strategies and ideas from your peers through a brainwriting activity. Finally, you identify best practices to fulfill your role responsibilities for District Speech Contests and the annual District conference.

In this session, Region Advisors facilitate the following:

- Enhancing Club Quality
- Planning Successful Events

Objectives

After completing this session, you will be able to do the following:

- Develop solutions to address challenges related to enhancing club quality
- Identify strategies for managing hybrid or online speech contests

By meeting these objectives, you are prepared to assess club quality in your District and to develop strategies and solutions to fulfill the responsibilities of your role.

Time

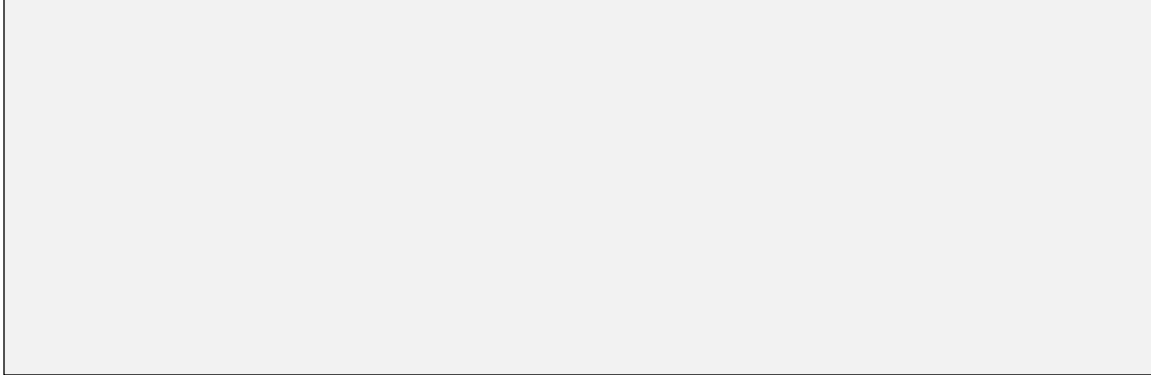
- 10 a.m. to 12 p.m.
- 2 hours (120 minutes)

Enhancing Club Quality

Activity: Celebrating Successes

Working individually, print your name, District number, and one (1) success related to your role responsibilities you have experienced this program year. When instructed, display your paper on the Wall of Successes for all to see!

Use the space below to take notes.



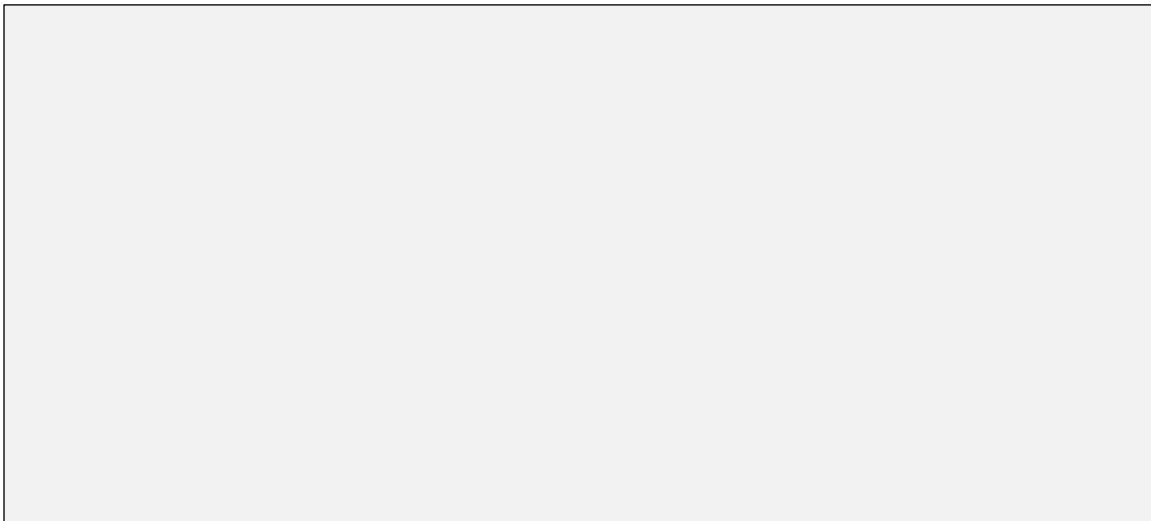
Activity: Challenges and Solutions (Brainwriting)

Working individually, print your name at the top of the handout. Write one (1) challenge related to enhancing club quality your District is experiencing. You may wish to refer to your Pre-work.

When instructed by the facilitator, pass your handout to the Program Quality Director on your right. When you receive a new handout, write three (3) ideas for solving the challenge listed at the top. Continue for more rounds as instructed.

Whole Room Discussion

What is one (1) valuable solution you received from your peers?



Planning Successful Events

Activity: Best Practices for Speech Contests

Use the space below to take notes during group presentations.

Preparation and Technology Testing

Establishing Processes

Preparing Participants

Conducting the Contest

Whole Room Discussion

Which of these best practices for speech contests also apply to your annual District conference?

Resources

[Club Leadership Handbook](#) (Item 1310)

[Distinguished Club Program and Club Success Plan](#) (Item 1111)

[Online and Hybrid Speech Contest Best Practices](#) (Item 479)

[Speech Contests](#) (webpage)

[Toastmasters Dashboard Guide](#) (webpage)

Toastmaster magazine articles:

- [The True Value of Speech Contests](#) (November 2020)
- [Technology for Hybrid Meetings](#) (May 2021)
- [Organizing a Successful Online Event](#) (February 2021)

Conclusion

What key insights from this session will you apply during your term?

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- Session 3: Exploring Team Dynamics
 - The session begins promptly at 1 p.m. in the Main Session Room



Session 2C: Club Growth Director Role Breakout

Introduction

The purpose of this session is for you to assess your progress toward achieving District goals and develop strategies and solutions to fulfill the responsibilities of your role.

Overview

First, you celebrate your successes from the first half of your term. Then, you identify lessons learned in fulfilling your role responsibilities. Next, you share a current challenge you are facing related to building new clubs. Finally, you receive strategies and ideas from your peers through a brainwriting activity.

In this session, Region Advisors facilitate the following:

- Exploring Lessons Learned
- Accelerating Club Building

Objectives

After completing this session, you will be able to:

- Identify lessons learned during the first half of the program year
- Develop solutions to challenges when building new clubs

By meeting these objectives, you are prepared to fulfill your role responsibilities for the remainder of your term.

Time

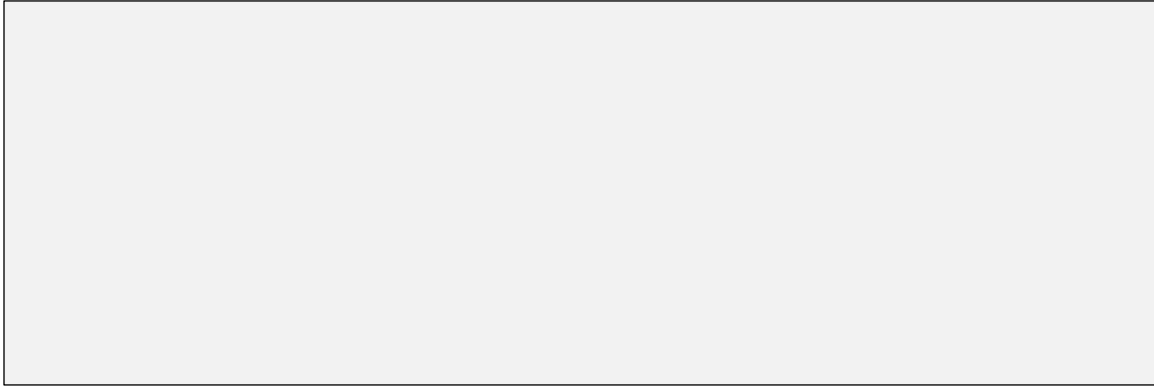
- 10 a.m. to 12 p.m.
- 2 hours (120 minutes)

Exploring Lessons Learned

Activity: Celebrating Successes

Working individually, receive a sticky note. Print your name, District number, and one (1) success related to your role responsibilities you have experienced this program year. When instructed, display your sticky note on the Wall of Successes for all to see!

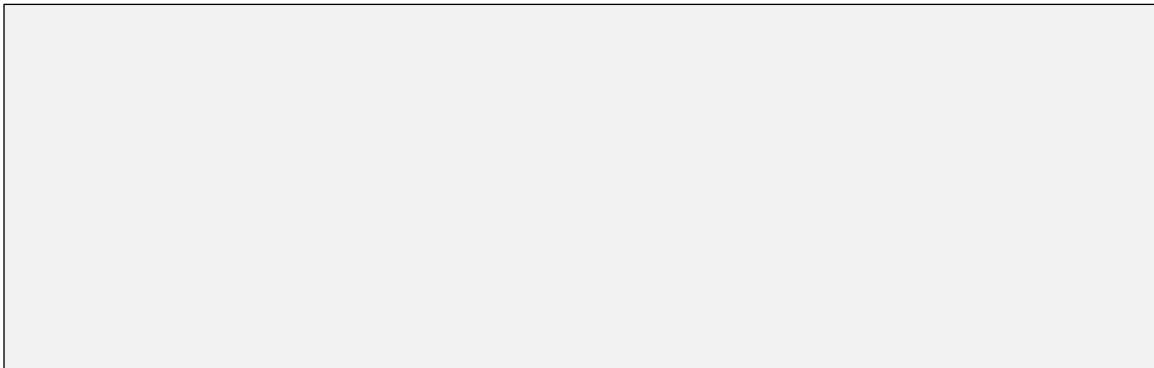
Use this space to take notes.



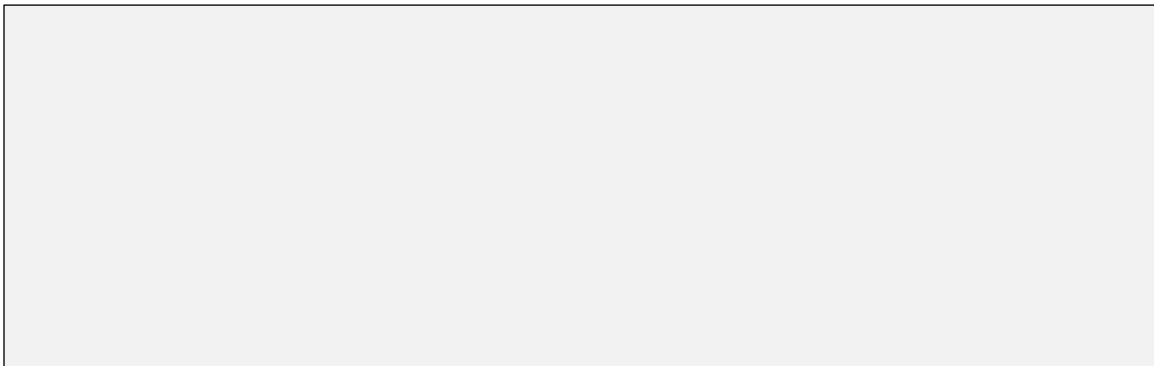
Activity: Lessons Learned

Use the spaces below to take notes.

Market Analysis



Marketing Team



Strengthen Existing Clubs

Support Struggling Clubs

Whole Room Debrief

What is one (1) impactful idea you could apply in your own District?

Accelerating Club Building

Activity: Challenges and Solutions

Discuss the questions below with your table group.

What was your challenge?

What was one (1) valuable solution you received from the brainwriting activity?

How will you implement the solution you received?

Use the space below to take additional notes from your discussion.

Resources

[Club Building Communications Guide](#) (Item 684)

[Club Growth Director Marketing Resources](#) (webpage)

[District Strategies Guide](#) (Item 431)

[How to Build a Toastmaster Club](#) (Item 121)

Toastmaster magazine articles:

- [The Quest for Guests](#) (February 2020)
- [Give Members and Guests a Compelling CX](#) (May 2019)
- [You Gotta Wow 'Em](#) (May 2018)

Conclusion

What key insights from this session will you apply during your term?

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- Session 3: Exploring Team Dynamics
 - Session begins at 1:00 p.m. in the Main Session Room.



Session 3: Exploring Team Dynamics

Introduction

The purpose of this session is for you to explore your team dynamics, creating a more collaborative and cohesive District team that works together to accomplish the District mission.

Overview

First, you participate in a team activity and set a goal as a team. Then, you work together to achieve the goal. Next, you reflect on your experience and the behaviors that contributed to the outcome. Finally, you apply your understanding to your own District performance.

In this session, World Headquarters Staff and Region Advisors facilitate the following:

- Team Activity
- Team Dynamics Debrief

Objectives

During this session, you will:

- Recognize how work style preferences affect team dynamics
- Assess how team dynamics impact achieving District goals

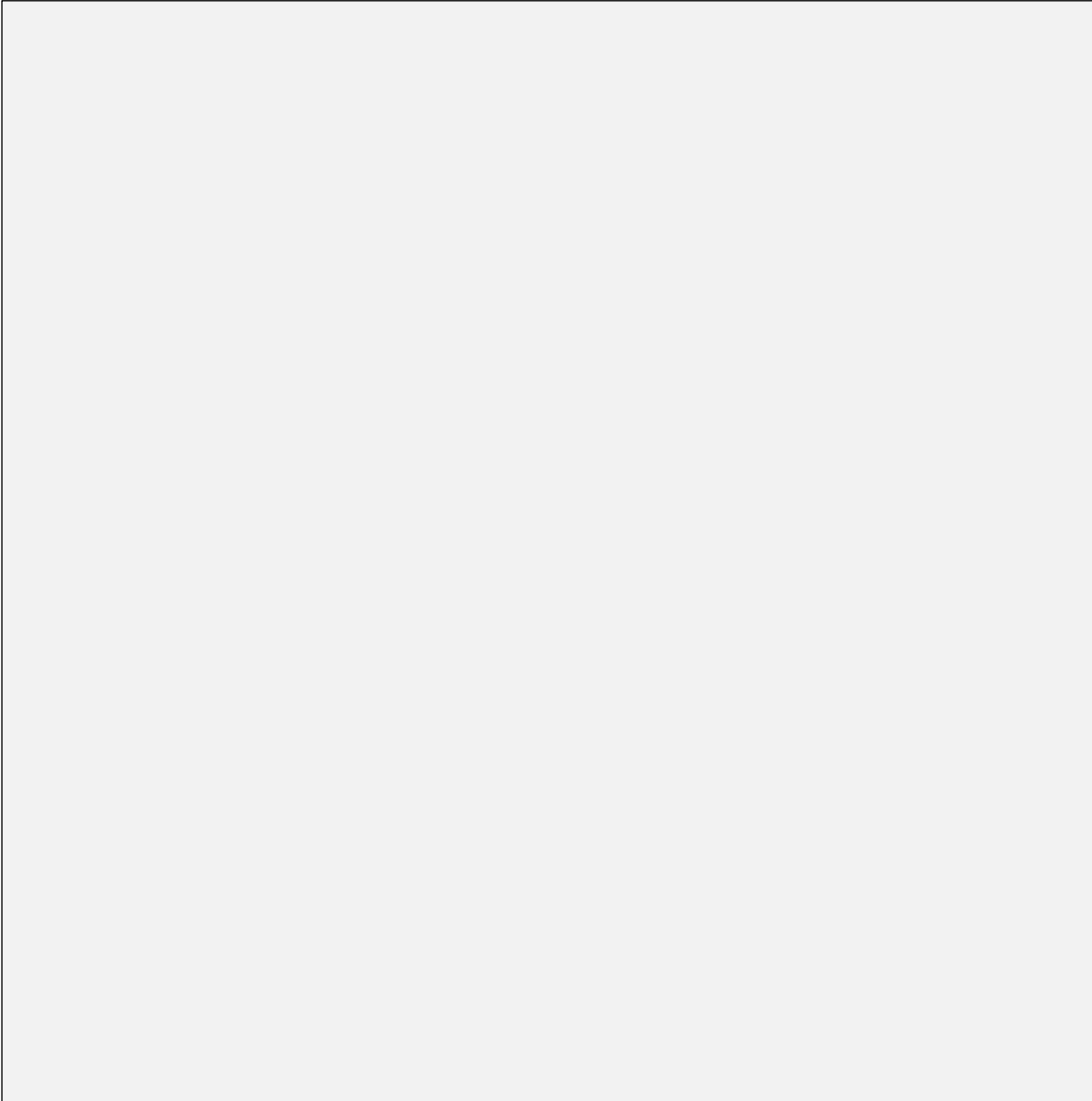
By meeting these objectives, you can improve the team dynamics that affect team performance and achieve the District mission.

Time

- 1 to 3 p.m.
- 2 hours (120 minutes)

Team Pyramid Build

Use the space below to take notes during the Whole Room Discussion.



Move to breakout rooms.

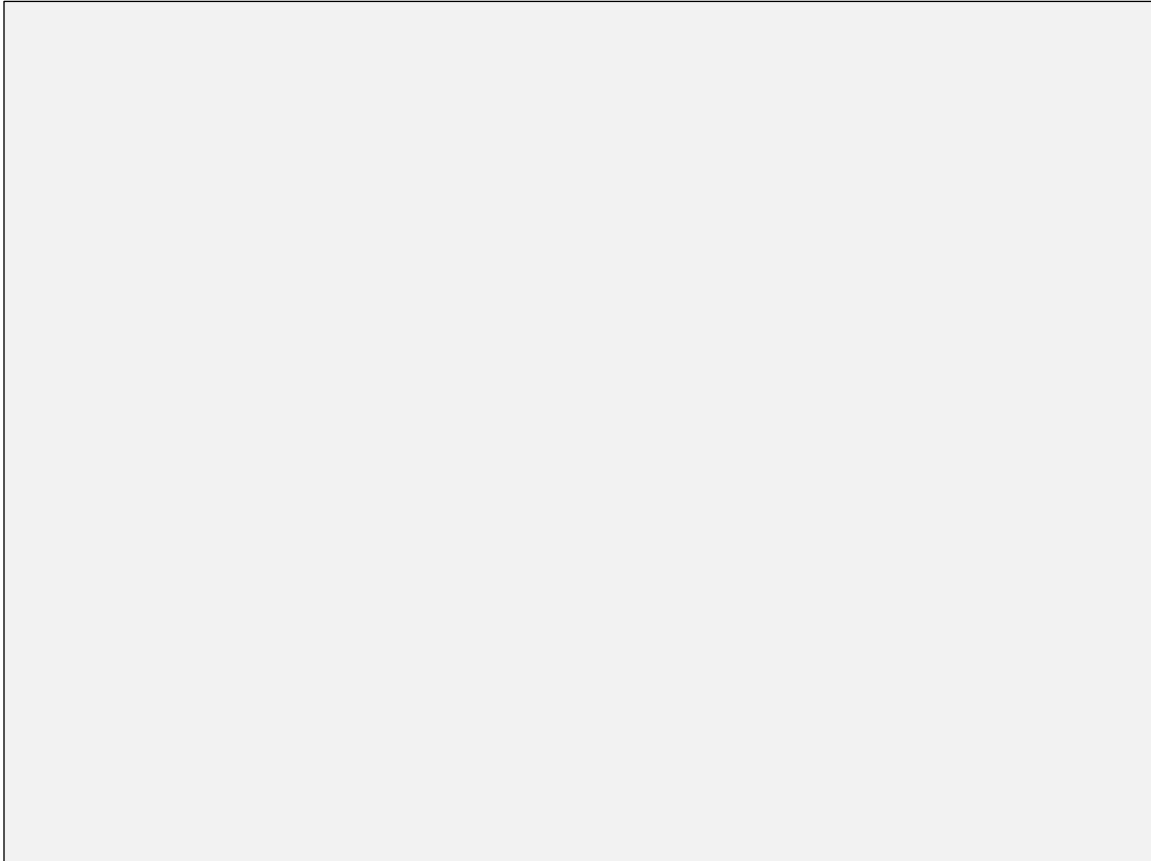
Team Dynamics Debrief

While participating in the activity is engaging and fun, the most powerful part is the debrief of the activity.

We reflect on what we learned about our own behaviors and about team interactions. We look at how these behaviors affect what results are accomplished. We then apply this knowledge to our future endeavors.

Activity: Whole Room Debrief

Use the space below to take notes.



Activity: Small Group Discussion

Discuss the topics on the handout with your table group. Each topic has prompting questions to start the conversation. You do not need to answer every question.

Consider the decisions that were made by you and your team during the activity as you discuss.

Use the space below to take notes.

Resources

[Work Styles Assessment](#)

Articles

[Leadership in a Changed World](#) (Toastmaster, February 2022)

[Leadership is About Behavior, Not Titles](#) (Toastmaster, April 2020)

[4 Things Emotionally Intelligent Leaders Don't Do](#) (Toastmaster, December 2019)

Pathways Projects

Understanding Your Leadership Style in [most paths](#)

Understanding Your Communication Style in the [Dynamic Leadership](#), [Effective Coaching](#), and [Visionary Communication](#) paths

Understanding Emotional Intelligence in the [Motivational Strategies](#) path

Successful Collaboration in [Team Collaboration](#) path

Conclusion

What key insights from this session will you apply during your term?

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- Session 4: Team Project Kickoff
 - Session begins at 3:15 p.m.
 - Check your individual schedule for meeting room
 - Be prepared to access your Pre-work



Session 4: Team Project Kickoff

Introduction

The purpose of this session is for you to assess your progress toward reaching District goals and discuss actionable ways to reach Distinguished status. You will perform a gap analysis and create an action plan for the remainder of your term.

Overview

First, you will discuss the action plan(s) you chose during Pre-work and your map of the expected impact and effort of your plan(s). Then, you will work with another District Team to choose one (1) action plan to present to the group.

In this session, Region Advisors facilitate the following:

- Pre-work Review
- Team Project Kickoff

Objectives

After completing this session, you will be able to:

- Evaluate the expected effort and impact of your action plan(s)
- Develop specific strategies and tactics to reach a goal for your District

By meeting these objectives, you are prepared to develop and implement an action plan to meet one of your District Success Plan (DSP) goals.

Time

- 3:15 to 4:15 p.m.
- 1 hour (60 minutes)

Pre-work Review

Refer to the Session 4 Pre-work for the Action/Priority Matrix your team created. Use the space below to take notes.

Small Group Discussion

Discuss with another District Team:

- What potential action plans did you bring to the session?
- How did your plan(s) map onto the Action/Priority Matrix?
- Which action plan does your District team feel most confident in?

Team Project Kickoff

Working with your assigned project team, choose one (1) action plan you will present during Session 9. The purpose of your presentation is to demonstrate a feasible and impactful action plan that can be completed by the end of the program year. Focus on clearly and succinctly communicating your ideas about why the action plan you chose is feasible and what impact will it have on the District.

Your presentation must answer the following questions:

- What is your Action Plan?
- How does it accomplish a District goal?
- What specific strategies and tactics, including deliverables and timelines, will be implemented?

Questions to Consider

- Who are the stakeholders and what are their needs?
- What is the timeline for implementation? This should be limited to this program year.
- Do you need a communication plan? If so, what should it include?
- What committees could help you accomplish this action plan?
- Which tasks should be delegated and to whom?
- What resources on the Toastmasters website will help you?
- How will you know your plan is successful? What metrics will you use?

Additional Tips for Your Presentation

- Refer to the Resources listed on page 4:5.
- Consider including a copy of your completed Action/Priority matrix.
- Consider including contact information(e.g., Name, Role, District, email address) for your peers who may want more information or to give your team feedback.
- If desired, you may use the Team Project Template to develop your presentation:
 - [Team Project Template PPT](#)
 - [Team Project Template PDF](#)

Team Project Kickoff (continued)

Use the space below if you wish to take notes while building your presentation.

Resources

[The Action/Priority Matrix: Making the Most of Your Opportunities](#) (Mindtools)

[How to use the Impact Effort Matrix to Prioritize Projects](#) (Six Sigma)

[District Strategies Guide \(Item 431\)](#)

[District Success Plan](#)

[District Leadership Handbook \(Item 222\)](#)

[District Recognition Program \(Item 1490\)](#)

[District Administrative Bylaws \(webpage\)](#)

[Dashboard Guide \(webpage\)](#)

[Distinguished Performance Reports \(webpage\)](#)

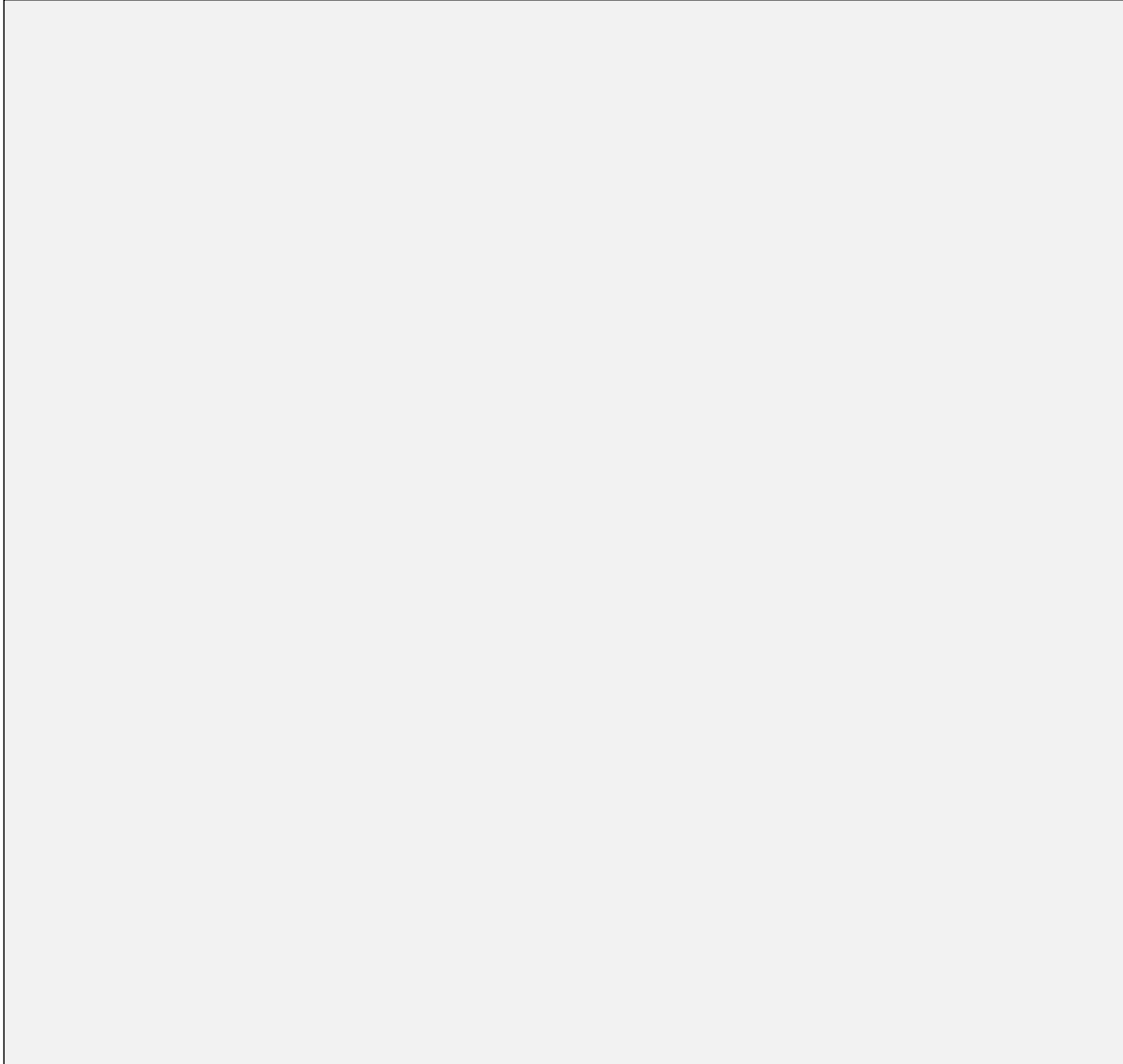
- Daily Reports
- Additional Reports
 - District Summary
 - District Reports
 - Almost Distinguished Clubs
 - Area To-do's

Conclusion

A goal without a plan is just a wish.

Antoine de Saint-Exupéry

Use this space to take notes on the next steps of your team project.



What is Next?

- Session 5: Organization Update
 - Session begins at 4:30 p.m. in the Main Session Room
- Continue to work with your project team after Session 5



Session 5: Organization Update

Introduction

The purpose of this session is to review major changes in the organization that will impact Districts.

Overview

First, you receive updates from the Board of Directors on initiatives, products, and projects. Then, you discuss the 2022–2024 Strategic Plan and how they contribute to the achievement of the initiatives.

In this session, members of the Board of Directors facilitate the following:

- Updates
- 2022–2024 Strategic Plan

Objectives

After completing this session, you will be able to:

- Identify major changes in the organization and the impact of those changes
- Identify your role in the achievement of the 2022–2024 Strategic Plan

By meeting these objectives, you understand the forthcoming changes and the impact of those changes.

Time

- 4:30 to 5:45 p.m.
- 1 hour, 15 minutes (75 minutes)

Updates

Use the space below to take notes.

2022–2024 Strategic Plan

Use the space below to take notes on your brainstorm with your team. To access the 2022-2024 Strategic Plan, click [here](#).

Conclusion

Use the space below to take additional notes.

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- Session 6: Day Two Kickoff
 - Session begins at 8 a.m. in the Main Session Room



Session 6: Day Two Kickoff

Introduction

The purpose of this session is to prepare for Day Two of Mid-year Training.

Time

- 8 a.m. in the Main Session Room

Notes

What is Next?

- Session 7: Navigating Healthy Conflict
 - Session begins at 8:30 a.m.
 - Check your individual schedule for meeting room
 - Be prepared to access your Pre-work



Session 7: Navigating Healthy Conflict

Introduction

The purpose of this session is for you to reflect on your team dynamics during the first half of your term. You explore techniques that leverage your team strengths, promote healthy interactions, and empower you to stay focused on achieving the District mission.

Overview

First, you review the Intent-Action-Effect framework. Next, you practice discovering positive intent using a role-play scenario. Finally, you discuss the impact of early conflict detection in your District.

In this session, Region Advisors facilitate the following:

- Discovering Positive Intent
- Communicating Effectively

Objectives

After completing this session, you will be able to do the following:

- Recognize frameworks for communicating during conflict
- Develop skills for navigating healthy conflict

By meeting these objectives, you are prepared to strengthen your communication strategies, engage in healthy interactions, and work together to achieve the District mission.

Time

- 8:30 to 10:30 a.m.
- 2 hours (120 minutes)

Discovering Positive Intent

Intent-Action-Effect Framework

Use the space below to take notes.

Activity: Engaging in Healthy Dialogue

In a group of three (3), conduct the role-play as instructed. Then, share your responses to the following questions.

During the role-play, what is one phrase or sentence you heard that you found valuable?

Share with one (1) other District leader who was not in your group during the activity: What would the effect be if you used this impactful phrase in your own conversations?

Communicating Effectively

Use the space below to take notes.

Activity: Clarifying Intent

The Early Detection Conflict Checklist contained six (6) categories, including Communication, Performance, Trust, Cultural, Personal, and Training and Mentorship.

Discuss the questions below with your table group.

Referring to your Pre-work, is there one (1) category in the Early Detection Conflict Checklist your team needs to monitor closely?

Briefly describe a specific example of a conflict situation affecting your District team.

Continue on next page

How will clarifying intent help your team move forward?

If you ignore this conflict, what impact might it have on your District team this year?

How might ignoring this conflict impact your District after your term is over?

What action will you take to move your team forward in navigating this conflict?

Resources

[Early Detection Conflict Checklist](#)

[Conflict is Inevitable – Combat is Optional](#) (Chris Ford, DTM, PIP, December 2020)

Toastmaster magazine articles:

- [Managing and Resolving Conflict](#) (April 2022)
- [How to Have Those Awkward Conversations](#) (April 2022)
- [How to Disagree Diplomatically](#) (August 2018)
- [Dealing with Challenging Personalities](#) (May 2018)

Conclusion

What key insights from this session will you apply during your term?

Please [click here](#) or use the QR code below to take the session assessment.



What is Next?

- Session 8: Team Projects Work Time
 - Session begins at 10:45 a.m.
 - Meet with your project team in your assigned room



Session 9: Project Presentations

Introduction

The purpose of this session is for you to work in a group of two (2) District Teams to present a feasible action plan you can complete within your program year.

Overview

First, your project team presents your chosen action plan. Next, you take notes on each action plan. Finally, you debrief the team project experience.

In this session, Region Advisors facilitate the following:

- Team Project Presentations
- Team Project Debrief

Objectives

During the session, you will:

- Present the impact and return of your chosen action plan
- Identify action plans that can further a District goal

By meeting these objectives, you are prepared to develop and implement an action plan to meet one of your District Success Plan (DSP) goals.

Time

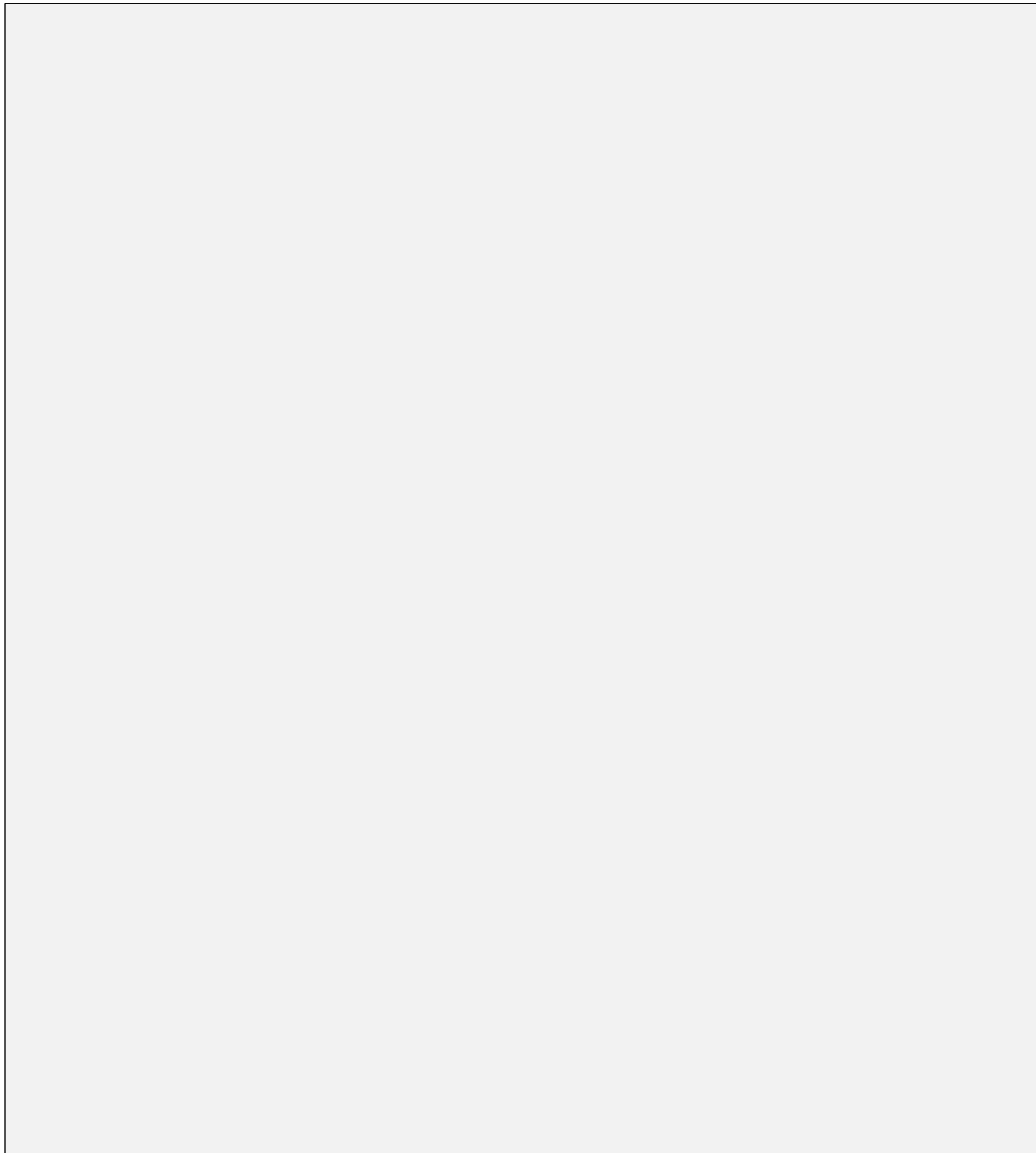
- 1 to 3:30 p.m.
- 1 hour, 30 minutes (90 minutes)

Team Project Presentations

Use the space below to take notes during team presentations. Take a photo of the contact slide for each presentation if you have additional questions.

Consider the following questions during each presentation:

- What are some specific impacts of this action plan?
- Has your District tried something similar? If yes, what did you learn?
- How could you implement this action plan in your District?



Additional Notes

Use this space to take additional notes during project presentations.

Team Project Debrief

Take notes below during the whole room debrief.

What is one (1) idea you heard that may work in your District?

If your District adopted one (1) of the plans, what do you expect the impact to be?

What did you learn from working with another District?

Resources

Articles

[The Action/Priority Matrix: Making the Most of Your Opportunities](#) (Mindtools)

[How to use the Impact Effort Matrix to Prioritize Projects](#) (Six Sigma)

District Leader Resources

[District Strategies Guide](#) (Item 431)

[District Success Plan](#)

[District Leadership Handbook](#) (Item 222)

[District Recognition Program](#) (Item 1490)

[District Administrative Bylaws](#) (webpage)

[Dashboard Guide](#) (webpage)

[Distinguished Performance Reports](#) (webpage)

- Daily Reports
- Additional Reports
 - District Summary
 - District Reports
 - Almost Distinguished Clubs
 - Area To-do's

Conclusion

What key insights from this session will you apply during your term?

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- Session 10: Roundtable Discussions
 - Session begins at 2:45 p.m. in the Main Session Room



Session 10: Roundtable Discussions

Introduction

The purpose of this session is to discuss additional topics affecting your ability to achieve the District mission and share ideas and insights you can implement during the current program year.

Overview

First, you select a topic of interest to you. Next, you discuss it with fellow leaders and share strategies that will help in achieving the District mission. Finally, you commit to one action you will take to impact your District goals.

In this session, Region Advisors facilitate the following:

- Roundtable Discussions

Objectives

During this session, you will:

- Identify ideas and insights to effectively address issues affecting District success

By meeting these objectives, you share ways to overcome challenges you are facing at Mid-year and achieve a higher level of success with District goals.

Time

- 2:45 to 4 p.m.
- 1 hour and 15 minutes (75 minutes)

Roundtable Discussions

During the activity, use the handout provided to take notes.

Topic: Club Building Best Practices

- What is one (1) successful example you have seen of a District generating new club leads?
- What is one (1) reason a club is not built successfully? How can you overcome this pitfall?
- What is one (1) piece of advice you would give someone who wishes to start a new club?
- What makes a successful demonstration meeting?
- What is one (1) successful tactic for club marketing you have seen in your District? Why was this tactic successful?

Use this space to take notes.

Topic: Leveraging Committees

- Why is it important to leverage committees as a District leader?
- What strategies have worked for you to recruit new committee members?
- What do you think motivates a member to serve on a committee?
- What is one (1) example of excellent committee work you have seen in your District? Why was this committee successful?
- What is your role in interacting with committees? How do you inspire and motivate them, as well as help them stay on track?

Use this space to take notes.

Topic: Making Hybrid Work

- What is one (1) tip you would give someone who is hosting a hybrid event (conference, training, or speech contest) for the first time?
- What are two (2) to three (3) best practices for a successful hybrid event?
- What software (such as Zoom) you have used to host a hybrid event? What are the advantages of using this software?
- What suggestions do you have for registering hybrid attendees in advance to ensure quorum?

Use this space to take notes.

Topic: Supporting Club Quality

- Think of a club you love. What makes it a quality club?
- What are three (3) things that affect club quality? What can the District do to support those things from the District level? From the club level?
- What is one (1) member retention strategy that has worked for clubs in your District?
- In your experience, what District incentives for membership have worked to encourage member renewal or new members?
- What makes a successful club coach?

Use this space to take notes.

Topic: Supporting New Clubs

- What is one (1) tool from Toastmasters you have used to support new clubs?
- Imagine you are meeting with officers of a new club for the first time. What is one (1) piece of advice you would share with them?
- What is one (1) successful club promotion strategy you have seen in your District?
- What is one (1) key to a successful new corporate club? What is one (1) key to a successful new community club?
- What makes a successful new club mentor?

Use this space to take notes.

Resources

Toastmaster magazine articles:

- [*The Quest for Guests*](#) (February 2020)
- [*Give Members and Guests a Compelling CX*](#) (May 2019)
- [*You Gotta Wow 'Em*](#) (May 2018)

Conclusion

In the next few weeks, what is one action you will commit to take as a result of this session?

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.



What is Next?

- Session 11: Conclusion
 - Session begins at 4:15 p.m. in this room



Session 11: Conclusion

Introduction

The purpose of this session is for you to reflect on your Mid-year Training experience, identify key insights, and celebrate your achievements as a District leader.

Overview

First, you will review key insights and learning takeaways. Then, you will reflect on your next steps as a District leader. Finally, you will receive a certificate from your Region Advisor.

In this session, World Headquarters Staff and Region Advisors present the following topics:

- Training Recap
- Reflection

Objectives

After completing this session, you will be able to:

- Identify key insights and learning takeaways from Mid-year Training
- Reflect on your next steps as a District leader

By meeting these objectives, you are ready to apply the tools and knowledge gained during Mid-year Training to the remainder of your term.

Time

- 4:15 to 4:45 p.m.
- 30 minutes

Training Recap

Use the space below to take notes.

Reflection

What key insights from Mid-year Training will you apply during your term?

Session Assessment

Please [click here](#) or scan the QR code below to take the session assessment.

