



June 2024

ClubED

Bite-Sized Learning

CEI Monthly Newsletter



Club Education Institute

Welcome to the June edition of our Bite-Sized Learning newsletter.

The Club Education Institute (CEI) is excited to continue with learning modules that will provide you with tangible guidelines of how the concepts under discussion can be applied to your club.

In this month's edition, some of the **challenges facing metro clubs** are addressed.

Struggling to find quality candidates for your club board?

Solution

1. Networking Events

Host networking events and luncheons with industry leaders, alumni and other community stakeholders to identify potential board candidates.

2. Executive Search Firms

Engage executive search firms specialising in non-profit and club board recruitment. These firms have extensive networks and expertise in finding qualified candidates.

- www.ourcommunity.com.au/jicda/board/search/
- www.aicd.com.au/about-aicd/aicd-membership/directorship-opportunities/candidates.html
- boarddirection.com.au/board-vacancies/

The strength of any organisation lies in its board's ability to govern effectively and ethically.

Kofi Annan, Former Secretary-General of the United Nations

3. Board Member Testimonials

Use testimonials from current and past board members to attract potential candidates. Highlight the professional and personal benefits of serving on the board.

Do you have a small group of members trying to overtake your board?

Solution

1. Member Engagement

Increase engagement through regular forums, Q&A sessions with board members and interactive social media platforms. Involving members in meaningful ways can reduce the desire for hostile takeovers.

2. Conflict Resolution

Establish a clear, formal process for resolving conflicts and addressing grievances. This process should be communicated to all members to ensure fairness and transparency.

3. Strengthen Governance

Ensure robust governance structures are in place, including clear election processes and criteria for board membership. This can prevent a small group from unduly influencing board composition.

How do you encourage a diverse group of nominees?

Solution

1. Targeted Outreach

Develop partnerships with professional networks and associations representing diverse groups. Actively seek out nominations from these networks.

2. Diversity Goals

Set clear diversity goals and metrics for the board. Regularly review progress and adjust recruitment strategies accordingly.

3. Inclusive Culture

Foster an inclusive culture within the club that celebrates diversity. Highlighting success stories and promoting an inclusive environment can attract a wider range of candidates.

Does your board lack particular skills (e.g. cybersecurity)?

Solution

1. Skill-based Recruitment

Specifically recruit for the lacking skill by advertising the need in job postings and leveraging networks related to that skill (e.g. finance professional associations).

2. Board Training Programs

Enrol board members in training programs focused on the missing skills. Partner with local universities or professional organisations offering relevant courses.

3. Special Committees

Form a special committee or task force that includes experts in the needed skill area. These experts can provide guidance and support for board decisions requiring specific expertise.

In conclusion ...

While regional and metropolitan clubs face similar challenges in board recruitment and governance, their strategies must be tailored to their unique contexts. Regional clubs should leverage local community ties and digital platforms, while metropolitan clubs can capitalise on extensive networks and professional services. Both types of clubs must prioritise transparency, member engagement, diversity and skill development to build effective and representative boards.



Upcoming CEI Seminars — Round 2

- Sexual Harassment Legislation Board Oversight
- Exploring Club Industry Dynamics & Diversification Strategies

Ensure that members of your board attend.

Click for [Upcoming Dates](#) or [Register Here](#)