



## Scenario for Building a Training Program NAIDM 6/21

### Scenario 1

**Michelle** is a newly elected Zonta club president. She's only been a Zontian about 5 years and feels personally insecure about her knowledge of Zonta policies and procedures. Although the club is about 15 years old, her board is made up of newer Zontians. Michelle needs to train her board in Zonta policy and practice but needs direction putting this together.

As an **Area Director**, how would you prepare Michelle and other presidents in your area who are facing similar issues?



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### Scenario 2

**Sofia** has taken over the treasurer's position for her club following the illness/death of the previous treasurer. Many things have been left undone and Sofia isn't sure where to turn.

You are the **district treasurer** and have been asked to help with this situation. What kind of training would you recommend for Sofia and other club treasurers? Would it be wise to engage the board finance committee in the training to avoid such a situation occurring again?



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### Scenario 3

**The Committees** of the Zonta Club of Smithton want to meet virtually to assure they are actively completing their assignments. Some committee members are refusing to meet electronically because they aren't comfortable with technology.

As the club **PR/ Communication** chair you are comfortable with digital meeting formats. So, what kind of training would you offer the committee members? How would you extend the training to other members of the board or club?



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### Scenario 4

**Sue, the Nominating Committee Chair** and the members of the nominating committee serve the Zonta Club of Wilsonville, a club of 34 members. **Sue and the committee** feel they've exercised their responsibility if they can get someone/anyone to say "yes" for an open position. They don't discuss Zonta interest or skill fit at all.

As a **seasoned Zontian** you have observed this problem and want to help. What training would you create to help Sue and the committee understand their role in assuring a successful future for the club? Does this speak to a lack of understanding or commitment in club culture? How can it be addressed?



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### Scenario 4

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### Scenario 5

**Isabella, club president,** announced at the board meeting that five members of their 40-member club didn't renew their membership for the coming year.

As the **district Lt. Governor** how would you help club presidents and board members learn to complete a SWOT (strengths, weaknesses, opportunities and threats) analysis to assess their club's strengths/weaknesses and learn how members feel about how the club is operating?



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### Scenario 5

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### Scenario 6

**Following a successful membership campaign,** the Zonta Club of Burke has gained **three young professionals** who are interested in building their leadership skills while learning more about how Zonta works. They have discovered the Leadership Development Core Competencies on the ZI website but have encountered club resistance to this program.

As the **Club President** what would you design to engage new and seasoned members in the Core Competencies program?



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### Scenario 6

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As the **Club President** what would you design to engage new and seasoned members in the Core Competencies program?