

Committee Succession Planning

It is the responsibility of any board/committee to plan to attract new board/committee members with the right mix of skills to allow it to evolve and operate efficiently and effectively to achieve the objectives of the club.

Succession planning is important to ensure continuity in planning and performance.

General traits that board/committees should look for in identifying potential candidates for the board/committee include:

- The ability to think strategically;
- An understanding of club structures and systems;
- Knowledge of the business of the club;
- Oral communication skills;
- The ability to understand and relate to all types and groups of members;
- Teamwork;
- The ability to build consensus;
- Leadership skills;
- Ethical, honest and trustworthy;
- Commitment to the mission and values of the club;
- Independence;
- A willingness to commit the time and effort;
- Interest in more than the honour of the position.

Also, a board/committee should identify the skills or experience that it does not possess and then identify potential candidates that possess these requirements. These could include:

- Marketing;
- Financial with qualifications;
- IT;
- Hospitality;
- Legal;
- Golf and rules;
- Personnel;
- Workplace Health and Safety;
- Agronomy / Horticulture;
- Consulting or project management.

A common method of introducing potential board/committee candidates into roles of club governance is to first co-opt them onto sub-committees. This enables both the board/committee and the potential candidate to 'test-drive' their potential future involvement.