LG SUMMIT 2024-2025

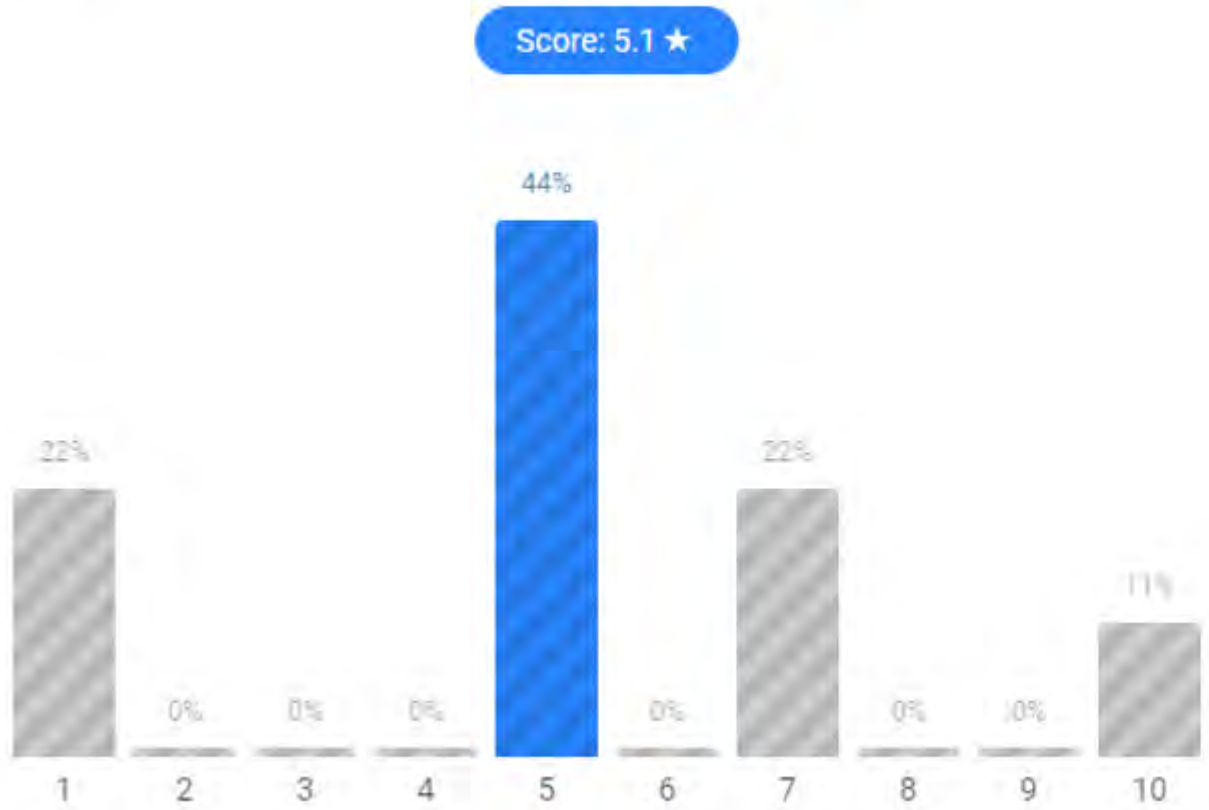
Needs
(why)
Aims
(what for)
Objectives
(about what)
Methodology
& approach
(how)
Methods &
activities /
workshops
(what)
Implementation
(who what when)
Evaluation &
follow up
PROFESSIONAL
TRAINING
DESIGN
KIWANIS
INTERNATIONAL

WHY ?

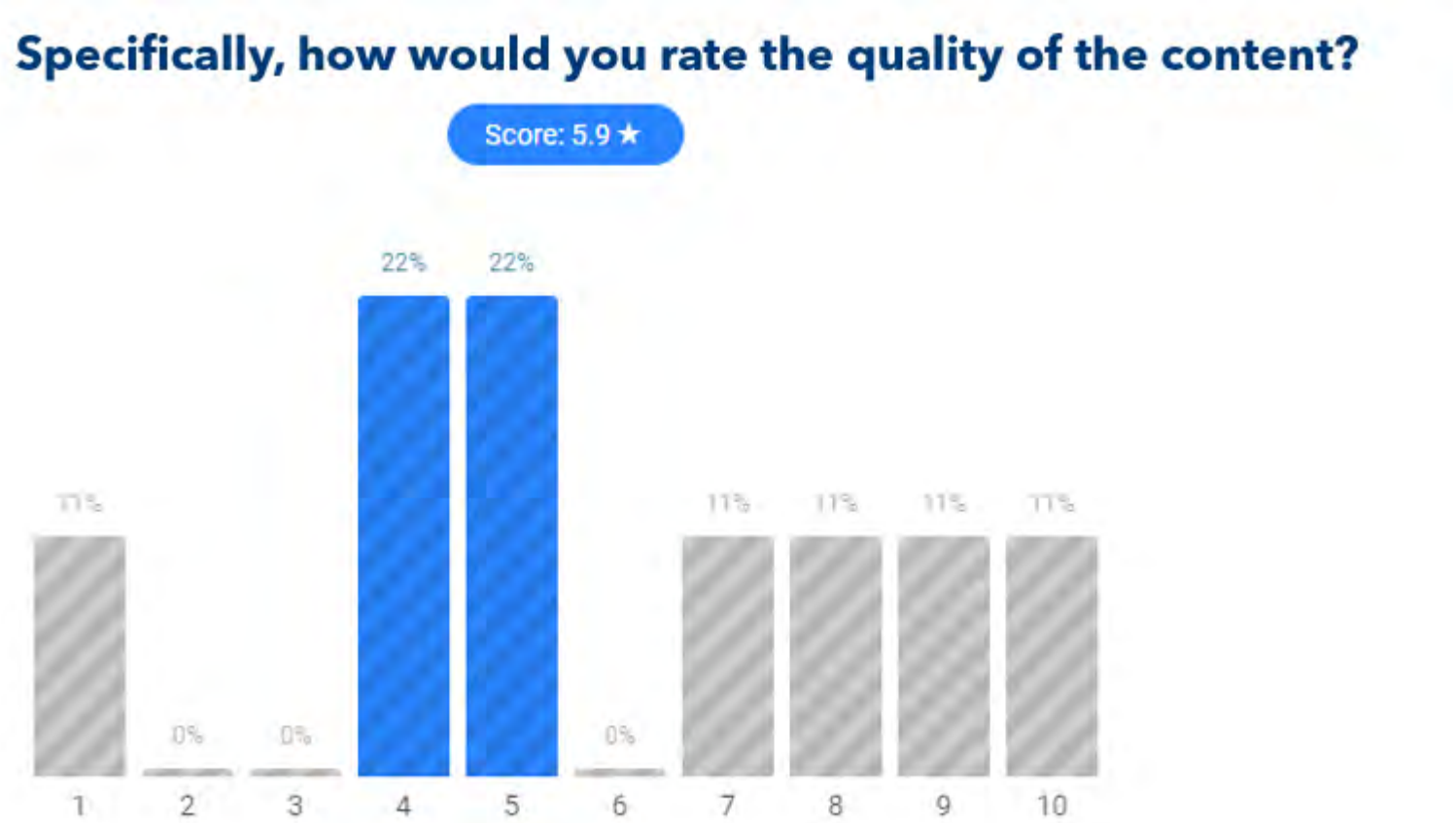
TRAINING NEEDS AND EXPECTATIONS

Evaluation district LG trainings

In general, how satisfied are you with your district Lieutenant-governors-training(s)?

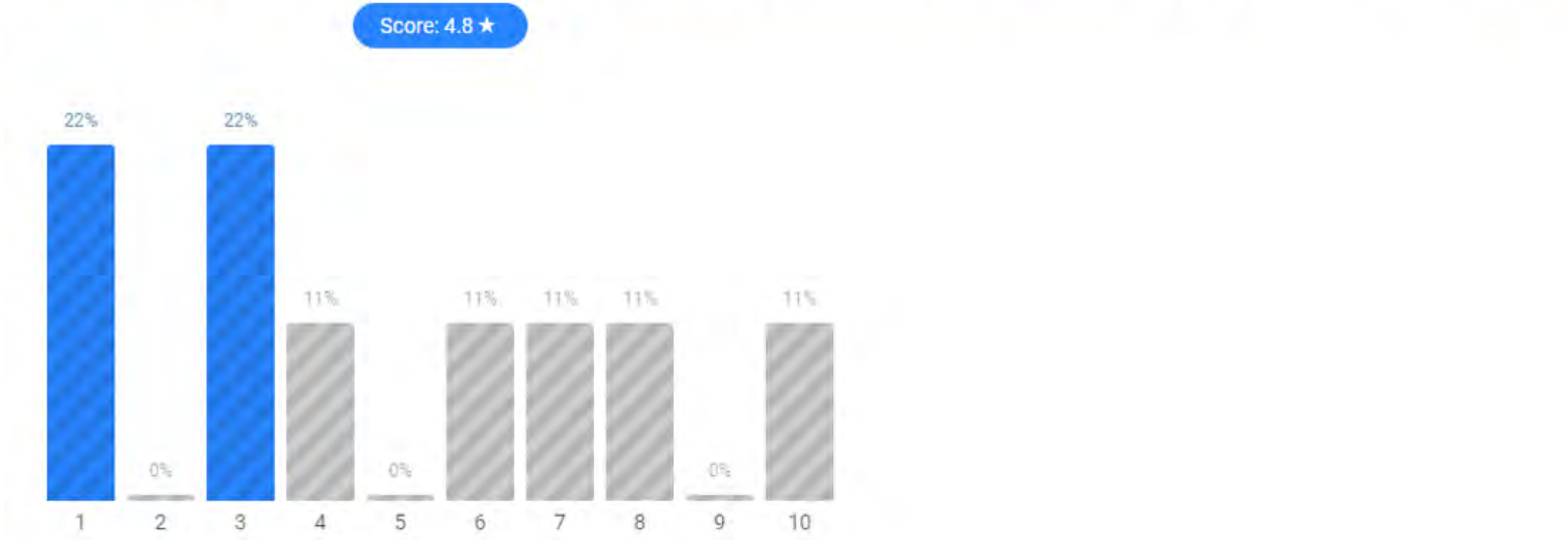


Evaluation district LG trainings



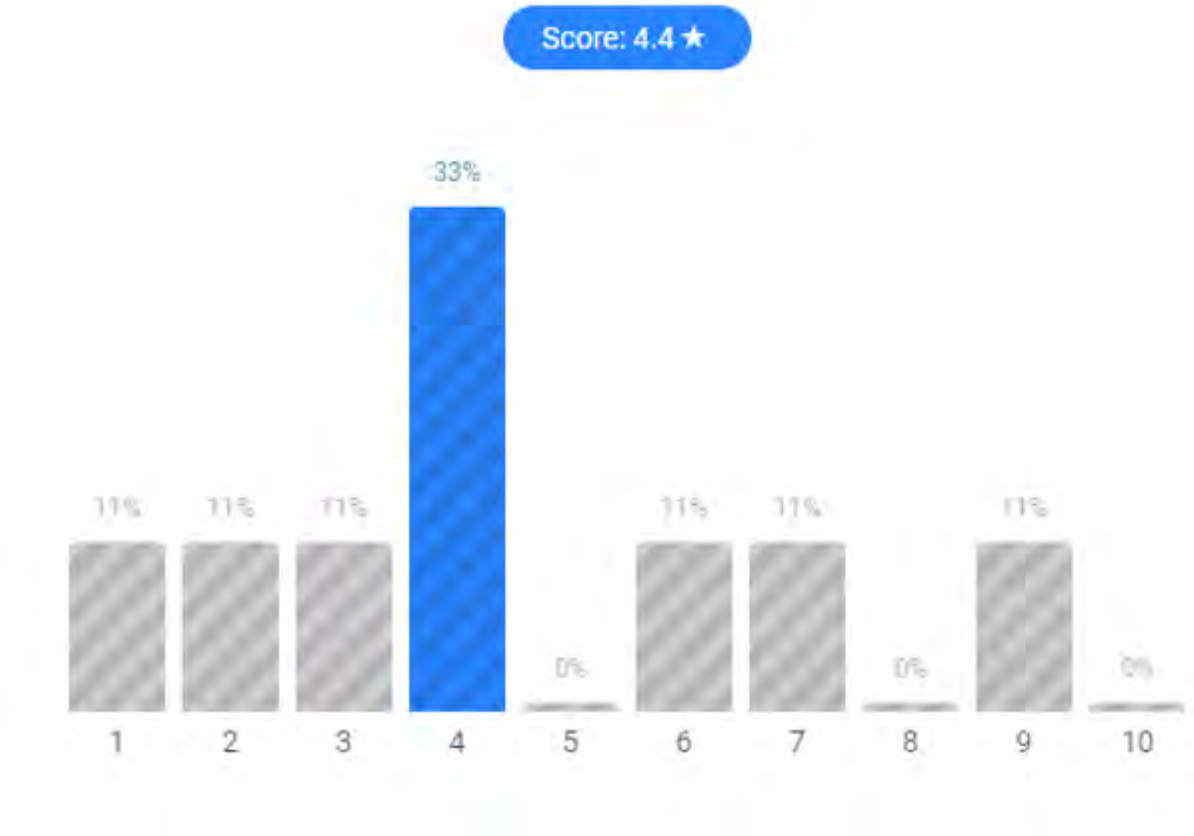
Evaluation district LG trainings

Specifically, how would you rate the way it is delivered, the approach, the training methods?

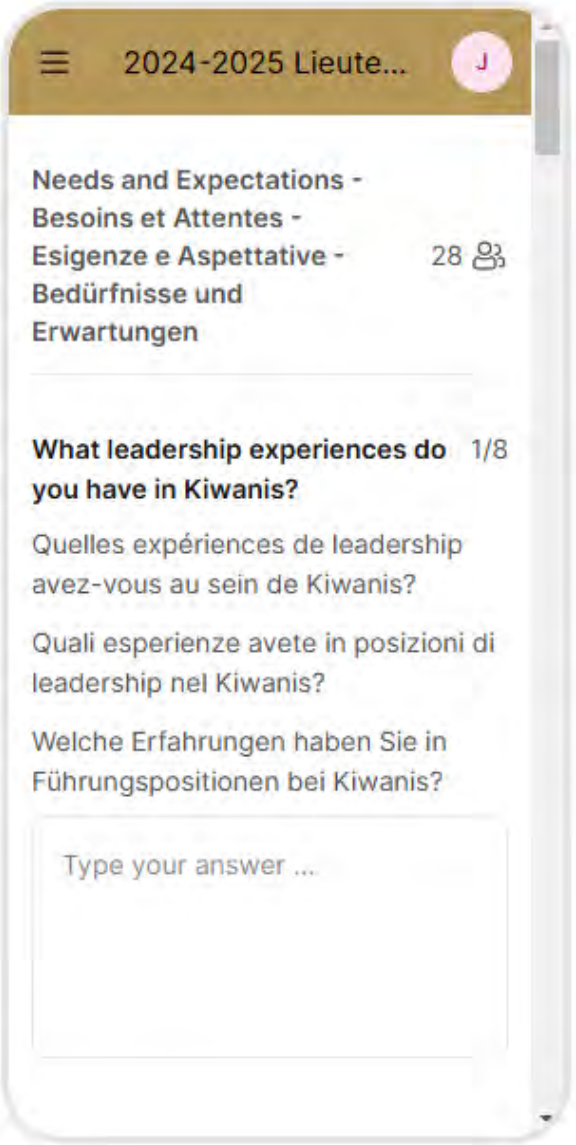


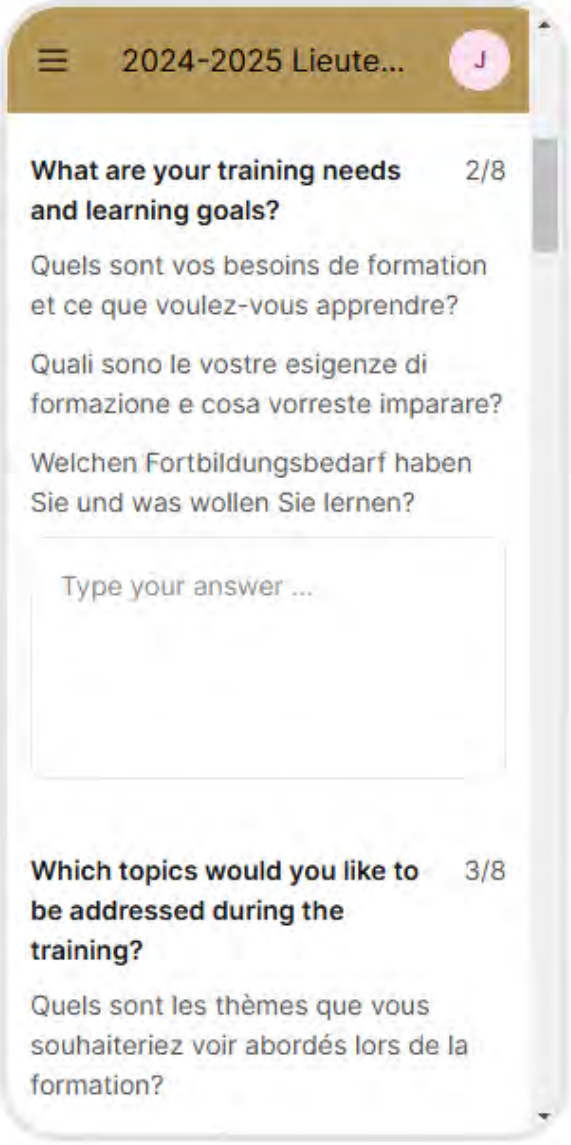
Evaluation district LG trainings

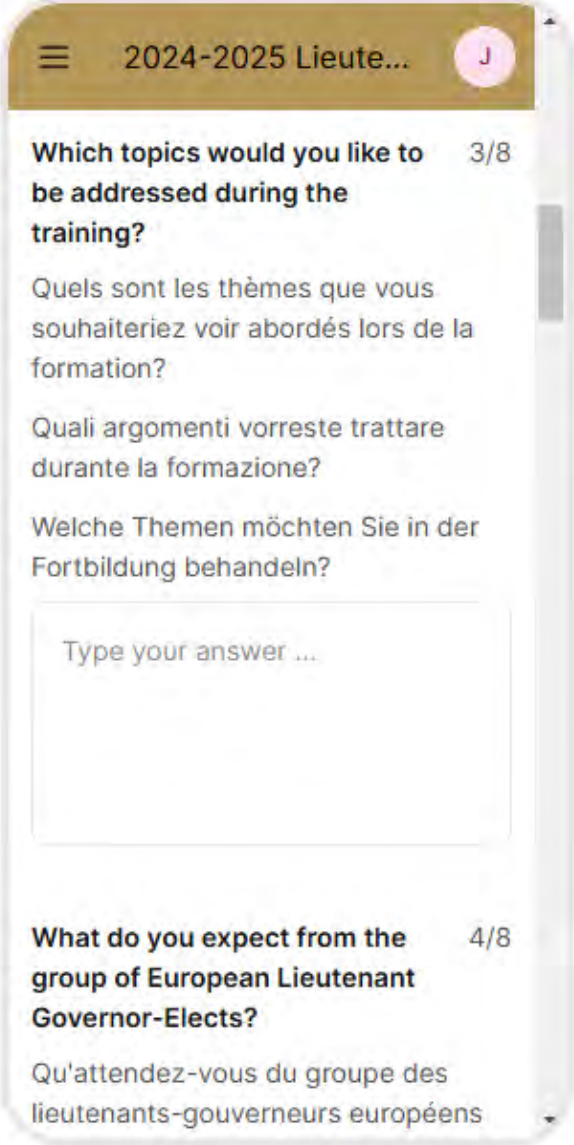
Specifically, how would you rate the impact, results, outcomes and outputs, the effect?



Participants' needs and expectations







Participants' needs and expectations

Training needs
I look forward to gaining a deeper understanding of leadership within the Kiwanis organization, particularly in how to effectively coordinate and inspire clubs within my division. I also hope to learn best practices for community engagement, member recruitment, and project execution to better serve our communities.

Topics
Leadership in Kiwanis
Best Practices in community engagement
ordination, member recruitment

Training needs
Ich möchte lerne wie andere diese Aufgabe als Lieutenant Governor ausführen.

Topics
Wie kann ich die Presidenten meiner KClubs motivieren sich mehr mit dem District zu beschäftigen

Training needs
J'ai besoin de bien connaître les tâches d'un LG, afin de pou
aider au mieux ma Division.

Topics
Les connaissances que je dois avoir ou que je dois acquérir
Les attentes des clubs vis-à-vis d'un LG

Topics
On the one hand we need to expand existing clubs to clubs with more than 20 members, on the other hand we need to create new youth clubs

Training needs
deepen growth strategies

Training needs
I would like to learn more about clubcreation

Training needs
Learn how to lead club officers to deliver the best possible club membership experience through service, fun, marketing and increasing membership strength.

Topics
Building club membership strength

Topics
Handling politics and bad mouthing, conflict resolution, effective communication, and fostering positive collaboration

Training needs
Mes besoins :
-rôles et attente liés à la fonction de lieutenant gouverneur
-développer mes compétence afin de mieux guider et motiver les clubs de la division
- mieux maitriser les outils administratif du Kiwanis
-Des idées pour recruter de nouveaux membres et le manque de motivation pour certain membres

Training needs
Je veux apprendre comment un peut agrandir le nombre des personnes dans un club et aussi comment on peut contribuer au développement de clubs.

Des méthodes pour faire développer les clubs.

Topics
Empowerment
Capacità di attrazione nuovi soci
Marketing sociale

Training needs
How to impact people...

Topics
Growth, modernization and rejuvenation

Training needs
I will be District officers (Lieutenant Governor) 2025-2026
Learn what is useful to me in that job

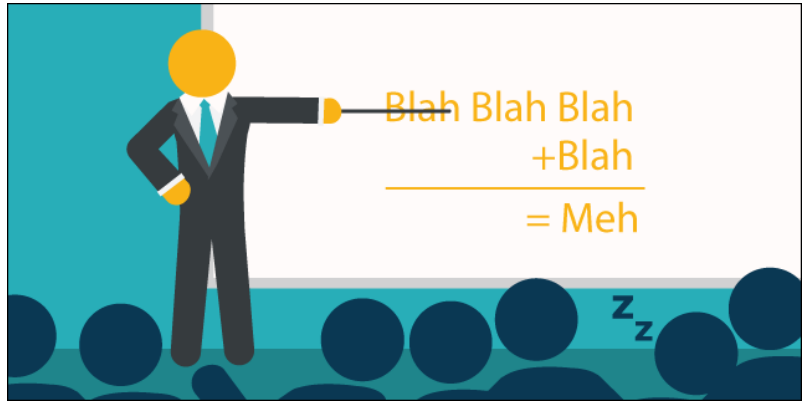
WHAT FOR?

Aim and objectives

- to set the LG’s on fire about Kiwanis topics that matter for the organisation, for the districts, for the division, for the clubs
- To develop leadership skills at LG level
- to develop a training toolkit for district LG trainings as a tool for continuous learning in an *updated* and *delegated* way

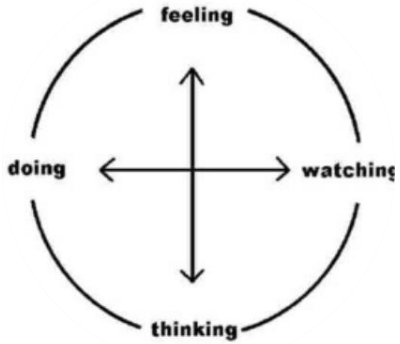
HOW ?

Our approach



One way directional

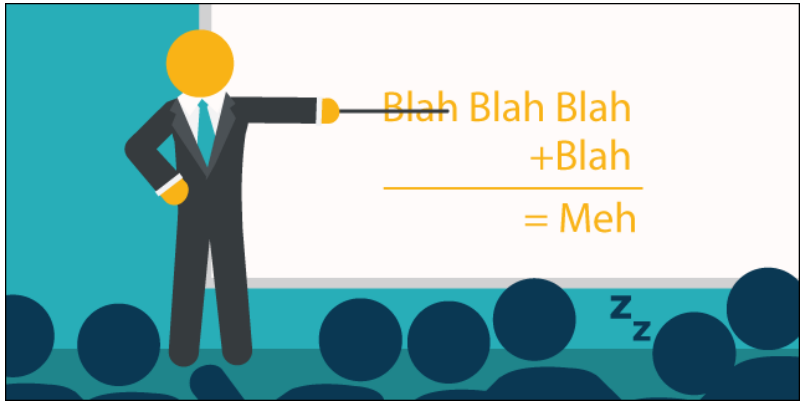
Sitting and listening to presentations



Interactive

Active cooperation, discussing, sharing, brainstorming

Our approach



Theory

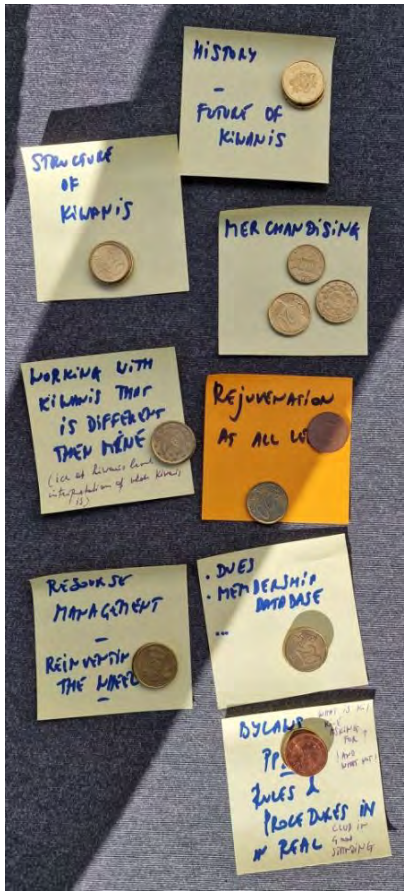
Webinars

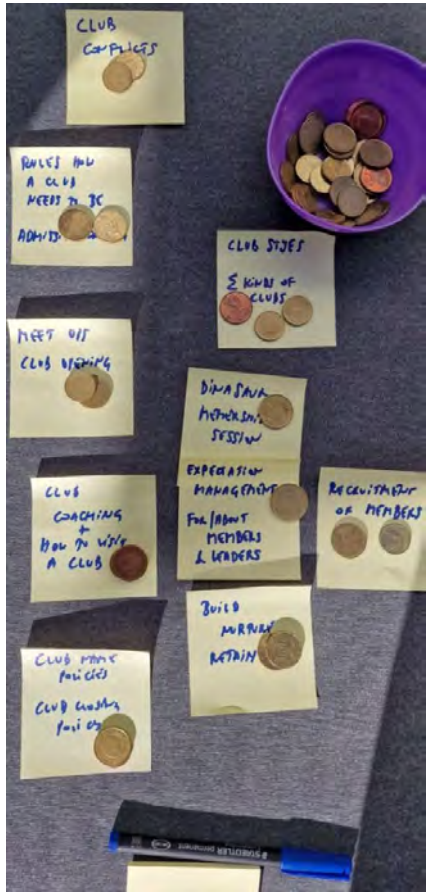
Practice

Residential trainings

WHAT ?

Programme elements





Programme elements

ONLINE PART		
Kick off webinar (1)	• Welcome and why • Getting to know each other • Needs – expectations – fears – contributions • Role of the LG (brainstorm) • Bring something out of your district that can be worthful for other districts/divisions too • Being part of a larger organisation – having the vision of what you are part of	
Webinar 2: Membership	• Build nurture retain • Different types of clubs • Meetups • Club conflicts • Expectation management for and about members and leaders	Input Explanation The concept Case study and open exchange Discussion
Webinar 3: BMC	• BMC theory	Branding Comms and marketing Social media
Kiwanis video	• History and future of the organisation • Structure and governance of the organisation	Online speech Panel discussions
Kiwanis TV	• Strategic plan of KI • Dues system • Membership database / Kiwanis Engage • Bylaws & pp&qs • Club opening admin • Club name policies • Club closure procedures	Short kiwanis TV's
Self directed learning tasks	• Role of the LG	Talk with 2 LG's in your district

RESIDENTIAL PART		
Friday	Welcome – intro - pmg Working with kiwanis that is different than mine – dynosaurus kiwanis	Icebreaking
Saturday	Rejuvenation at all levels Membership do-session	Cfr convention workshop • Club styles, • meetups, • types of clubs, • recruitment
	Club coaching and how to visit clubs	
	Leadership development	• empathic and ethical communication • conflict management • working with people that have a different mindset
Sunday	BMC	• Image and reputation of kiwanis • How to damage and repair it • Successful visual communication • Public speaking in front of a group
	Evaluative practises	• Performance surveys • Evaluation
	Closure	• Reflection of what you learnt and how to deal with it • Resources we have available / weblinks, academy,…

FOLLOW UP		
Follow up	Action plan	Goal setting Meeting with your governor
Specialisation webinars	How to make a good speech	
	Group dynamics Team work skills	How does a group / team work Development of making a team Some team facilitation skills
	Merchandising	Policies and rules if you want to make kiwanis tshirts, shops,…

Flow of the training process

BLENDED LEARNING

Kick off webinar → Webinar membership → Kiwanis TV training videos → Webinar BMC → Residential training Copenhagen → What's App community follow up → Follow up meeting Akureyi

Online & selfdirected learning

Offline learning

Increasing impact

Copenhagen

KIWANIS

INTERNATIONAL
7 FEBRUARY 2025
COPENHAGEN

KIWANIS
INTERNATIONAL

Lieutenant-Governors Summit
FRIDAY
Welcome
Introduction session
Break
Working with Kiwanis that is different than mine
Rejuvenation
Coffee break
Membership session
Lunch
Leadership development (1)
Tea break
Leadership development (2)
Reflection
SATURDAY
Branding, Marketing, Communication
Coffee break
Evaluation & closure, follow-up
SUNDAY
Lieutenant-Governors Summit
VRIJDAG
Welkom
Introductie
Koffiepauze
Kiwanis-stijlen die anders zijn dan de mijne
Verjonging
Koffiepauze
Sessie rond ledenwerving
Lunch
Leidersschap-ontwikkeling (1)
Koffiepauze
Leidersschap-ontwikkeling (2)
Reflectie
ZATERDAG
Branding, Marketing, Communicatie
Koffiepauze
Evaluatie & afsluiting, opvolging
ZONDAG
Lieutenant-Governors Summit
FREITAG
Willkommen
Einführungssession
Pause
Arbeiten mit einem Kiwanis-Stil, der sich von meinem unterscheidet
Erneuerung
Kaffeepause
Mitgliedersession
Mittagessen
Führungskräfteentwicklung (1)
Teepause
Führungskräfteentwicklung (2)
Reflexion
SAMSTAG
Branding, Marketing, Kommunikation
Kaffeepause
Evaluierung, Abschluss und nächste Schritte
SONNTAG
Lieutenant-Governors Summit
VENDREDI
Bienvenue
Session d'introduction
Pause
Travailler avec un style Kiwanis différent du mien
Rajeunissement
Pause café
Session sur l'adhésion
Déjeuner
Développement du leadership (1)
Pause thé
Développement du leadership (2)
Réflexion
SAMEDI
Branding, Marketing, Communicatio
Pause café
Évaluation, conclusion et prochaines étapes
DIMANCHE
Lieutenant-Governors Summit
VENERDI
Benvenuto
Sessione introduttiva
Pausa
Lavorare con uno stile Kiwanis diverso dal mio
Rinnovamento e coinvolgimento delle nuove generazioni
Pausa caffè
Sessione di crescita e coinvolgimento dei membri
Pranzo
Sviluppo della leadership (1)
Pausa tè
Sviluppo della leadership (2)
Riflessione
SABATO
Branding, Marketing, Comunicazione
Pausa caffè
Valutazione, conclusione e prossimi passi
DOMENICA

Copenhagen

Friday

- Welcome
- Intro
- Working with Kiwanis that is different than my own local reality/club

Saturday

- Rejuvenation
- Membership
- Club coaching
- Leadership development

Sunday

- Image and reputation of Kiwanis
- Visual communication
- Speaking in front of a group
- Evaluative practises

PREPARATIONS

Objectives per session

Kick off webinar

Objectives:

- To set the good mood
- To set the tone
- To get to know each other already a bit (bingo)
- To introduce with whom they will start the journey
- To get a (first) define of the role of the LG
- To learn from success stories from each other and to transfert those in a structured way (via padlet or so)
- To understand that you are part of a larger organisation, and that as LG you also have a role/responsibility/attitude in this
- To understand the needs and expectations of LG's in the field

Who?

- Lead: Tasha and Jan VH
- Assistence: KE team
- Message about the global, the larger organisation: Paul or Michael if he attends

Webinar 2: membership

Objectives:

- To understand the concept of build-nurture-retain
- To understand the need and importance of growth
- To get familiar with the existing growth tools
- To understand possibilities for new ways
- To get inspired of what the LG actually can do about it
- To understand what an LG can do in case of club conflicts
- To enable them to recognize the needs of members and to increase the capability of finding out what members need

Who?

- Membership part: Jan VH
- Conflict part and needs of members: Tasha

Webinar 3: Branding, Marketing, Communication

Objectives:

- To understand consistency in branding
- To understand different parts in communication
- To understand the role of the LG in this part
- To know the do's and don'ts, risks and chances you have on social media
- To be the "influencer" towards clubs for all this part

Who?

- Lead: Ben Hendrickx, Dolores Muniz, Tasha

History and future of the organisation

Objectives

- To get an understanding where we come from, where we are in the field between other organisations, and what's important for the future for us

  = > It's not about historical facts, it's about how visions have changed in times, and how to navigate towards the future. We came from a traditional field and we are heading to a modern, trendy organisation

Who?

- Jan Boen in cooperation with Stan Söderstrom?

Structure and governance of the organisation

Objectives

- To understand the structure of kiwanis international and its subsidiaries and affiliates
- To understand where the power in kiwanis is (House of Delegates, boards, committees)
- To get to know some 'important' or 'relevant' faces of KI, KIE, KE

Who?

- Jan B, Dolores and Paul/Jeff?

Strategic plan of KI

Objectives

- To get to know the main priorities in the strategic plan
- To understand what's important for leaders at club, division and district level and there role in it

Who?

- Dolores and Jan B together with ESC'ers

Dues system

Objectives

- To understand the tiers and how dues are composed
- To understand why we pay dues
- To understand how dues are processed

Who?

- Orsi in cooperation with Jan B for a script

Membership database

Objectives

- To understand how Engage is working, what it can do, and that it is a global database for all

Who?

- Bryce with Jan B and volunteers

Welcome intro

- To introduce the team
- To break the ice
- To warm up to cooperate with each other

Who?

- Lead: Tasha and Jan
- Team also to be present

Working with kiwanis that is different than mine – dynosaurus kiwa

Objectives

- To get familiar with the diversity of different ways to be a Kiwanian and ope to the diversity of how clubs operate around the globe
- To understand that if European leaders don't open up, Kiwanis will be extin

Who?

- Tasha and Jan, with examples from Bert West

Rejuvenation at all levels

Objectives

- To understand characteristics and ways of being/thinking/behaving from di generations
- To understand where we have missing links
- To brainstorm about what we need to address to appeal the younger gene

Who?

- Lead: Jan and Tasha
- Assistance: Dolores Jan B and volunteers in small groups and materials

Membership session:

Objectives

- To develop implementation ways and actions for the build-nurture-retain
- To develop ideas for new types of clubs, new styles of clubs for their divisi
- To analyse the needs of strengthening the clubs in their own division and develop support actions
- To analyse and make action plans for removing obstacles such as the adm criteria in the clubs of their own division
- To plan the 2-for-2 in their own division
- To plan a Meetup in the district together with the other LG's of the distric

Who?

- Jan

Club coaching and how to visit clubs

Objectives

- To understand the difference between teaching and coaching
- To be aware of the needed attitude of a coach
- To enable them to be an inspiring coach for the clubs

Session information	
Name of the session (as we agreed in the programme)	Membership
Objectives (what concretely we aim with this session, like we decided on the prep)	• To develop implementation ways and actions for the build-nurture-retain • To develop ideas for new types of clubs, new styles of clubs for their division • To analyse the needs of strengthening the clubs in their own division and to develop support actions • To analyse and make action plans for removing obstacles such as the admission criteria in the clubs of their own division • To plan the 2-for-2 in their own division • To plan a Meetup in the district together with the other LG's of the district
Group (Whom for? Size of group? Subset group or whole group,...)	People are sitting in 5 groups on a table
Material needed (list ALL materials)	Pens IDs Passports Booklet membership, 2for2, meetup manuals
Duration (how much time you'll need for each part of the session)	1,5h
Summary (write here the summary of the big parts of your session; which step first, which after,...)	10' ID of my club 45' Passports 15' MeetUp brainstorm 20' statements about admission criteria
Description (here you can add the detailed outline of the session)	PART 1 ID of my club We know what our club looks like, so let's share that and see the diversity we have here in this group. So let's take a look to our club identity and fill in an ID of our own club. How does it look like? 5' to fill in the club ID 5' to create 2 circles: inner circle and outside circle. • First the innercircle shares the basic info about the club (name, how old, where, how often they meet • Then all people make a step to the right, and the outside circle shares about the type of meetings, the style, what they do • Then again a step to the right, people from inside share what kind of social activities/service projects they do • Then again, and people speak about what they did not share yet

	This is what it is now. 95% are traditional clubs. But it does not need to be like this. Let's create a MeetUp and we plan to open a new club but for younger people, and not a traditional club. PASSPORTS Let's brainstorm about different types of clubs, how they could look like. Round 1: 10' On each table there are 3 passports. Pick out 1, and brainstorm about a potential new club with that type that is on the passport. Be creative! Round 2: 10' We shuffle the passports. So you get a partially filled in passport and can work further on the ideas that are there. If you have an other idea, you can write in the same passport with another colour Round 3: shuffle again and do the same 10' Round 4: all groups get empty passports 10' you have seen now different ideas. Create a new type of club by *combining* and making *variations* e.g. a single purpose club of ex-soldiers that gather together as a lunch club, and their service project is to support child literacy of kids that lost their father when he was doing his military service e.g. a club of young professionals that gather together in a gin-tonic bar/lounge after work at 5 o'clock. Their objective is to support an inclusive sportshall with the activities. Some members are a bit more wealthy and do donations, others do fundraising activities and auctions to finance the activities, some do hands-on volunteering activities and help the sportsanimators with the kids during the activities. 5': sharing the most creative ideas in the whole group MEETUP SHEET 15' To organise this type of club, what kind of MeetUp evenings would be good to organise? Brainstorm about topics, speakers, places,... PART II The previous part was to create new clubs. But with existing clubs we also might face serious challenges. We have cards on your tables with statements.

	Discuss on the table: 1. Do you recognize this statement? Is it reality? Does it happen (in some clubs) or not at all? 2. Imagine you experience this situation or you hear that this is happening in your division, how to address it? What can you do about it? 3. Consider this situation, what change of policy and actions to get Kiwanis more accessible can and will you undertake in your division and district as Lieutenant-governor? Debriefing: • Which statements were thru and not thru? • Which statement was the most surprising? • What do you need to do as LG ? What's your role in these situations? Framing/key message: in the Kiwanis International strategic plan: "make it easy for everyone to join any kiwanis club".
Further Info/Source (Here you can write a reference of the theory or resource of the session outline or content)	ID's Passports Sheets MeetUp Statement cards in different languages
Who (who do you need for this session; how much trainers, who is going to deliver)	General facilitation: Jan VH Staff divides themselves on the tables to translate the task into the table language and to poke the discussions on the tables
You can add a download, if you like:	
More info (here you can add more info, a background, links,... of the session, or the document of an exact method you'll do)	
File (here you can attach background information, theory about it, a session document,...)	

WHO ?

The group

IMPRESSIONS

Kiwanis... Je peux aider les enfants encore plus.

In Kiwanis I learned... how to lead a group of individuals

Dans Kiwanis, J'ai appris...

Amitié

En un mot,

100
99
98
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27
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28
14
13
7

Gen Alpha

2013-2025

Gen Z

1997-2012

Millenials

1981-1996

our club ?

2. Gen X

3. Gen Y (Millenials)

4. Gen Z

Edit response

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Kiwanis

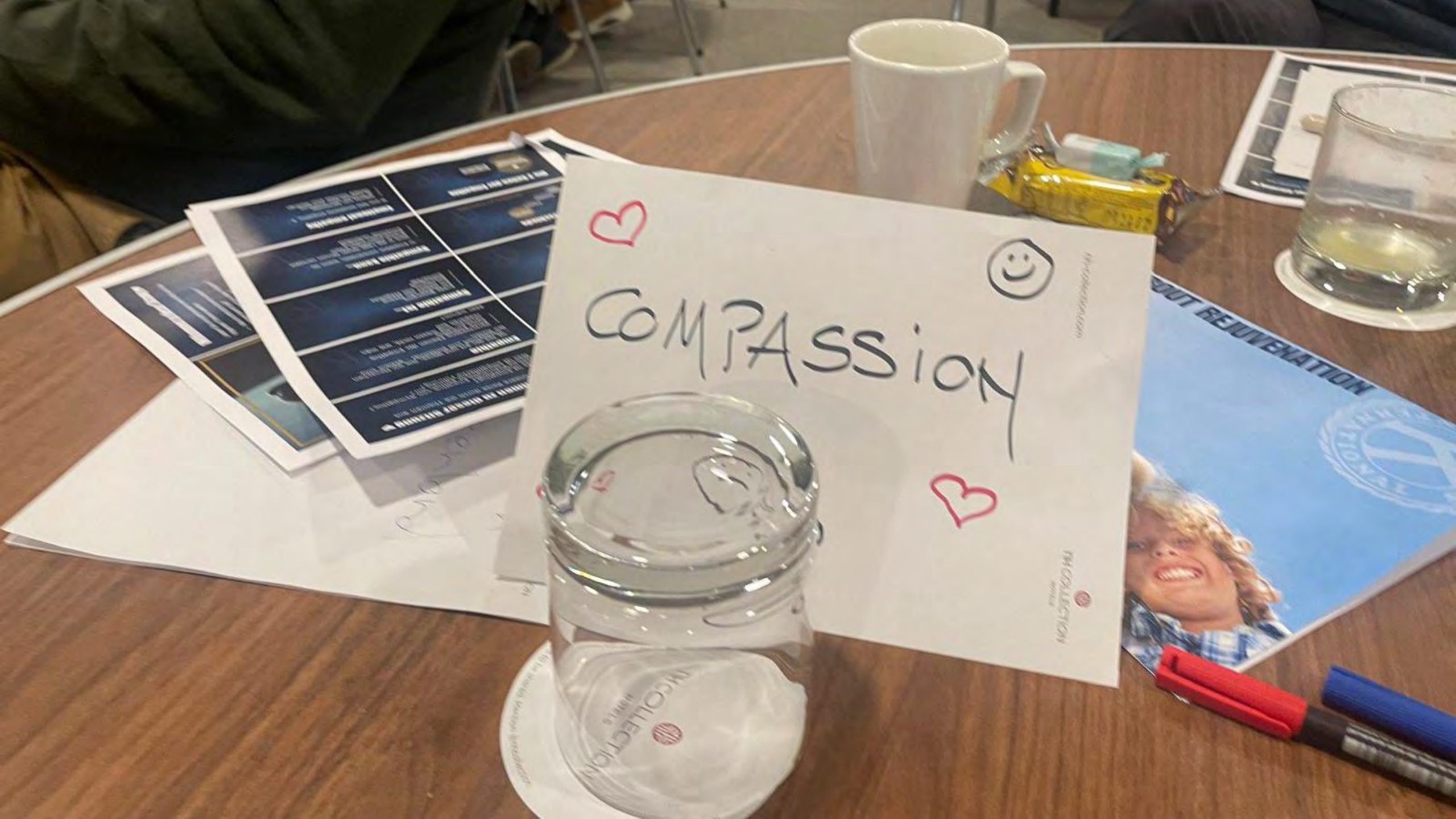
AFTER - WORK
PARTY - CLUB
PASSPORT
PASSEPORT
PASS
PASSPORT

online
projekte
REJUVENATION
VISAS
Club name:
VISAS
How do they meet? Where? When?
Where can I imagine this type of club in my district?
does the club

Kiwanis
PASSPORT
PASSEPORT
REISEPASS
PASAPORTE
Signature
FR
DE
Rolle A
Du besitzt eine biologische Orangenplantage in Sizilien. Die Ernte in diesem Jahr betrug 100 Tonnen Orangen. Um die Plantage im nächsten Jahr erfolgreich zu bewirtschaften, musst du mindestens 100.000 $ verdienen. Idealerweise wären 20.000 $ mehr notwendig, um das Bewässerungssystem zu erweitern, das bisher nur 20 % der Plantage erreicht, und das Aussehen sowie die Qualität der Früchte zu verbessern.
Dein Ziel: Den besten Deal machen.

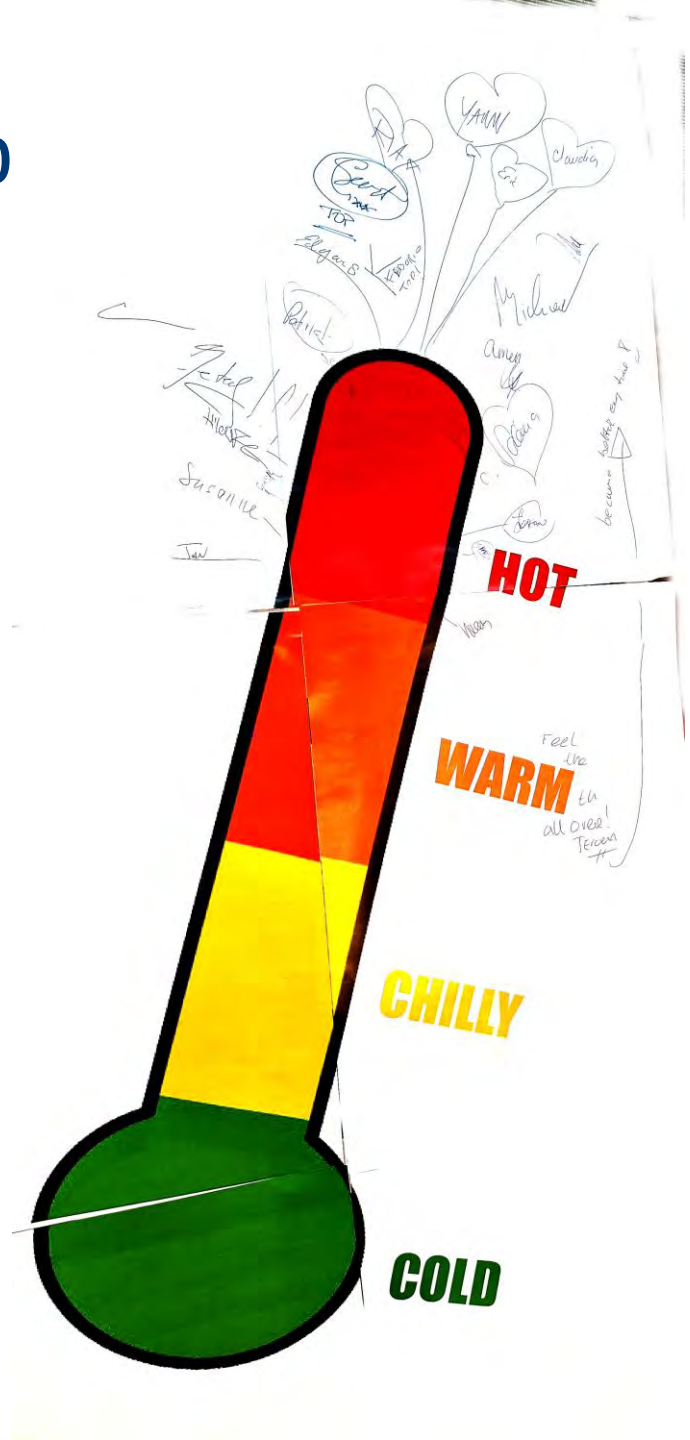
REFLECTION
Kiwanis

Simpathy may...
... turn into empathy, if you...
Put yourself in that person's shoes
Ask genuinely interested
Listen carefully
Connect emotionally
Kiwanis
COMPASSION

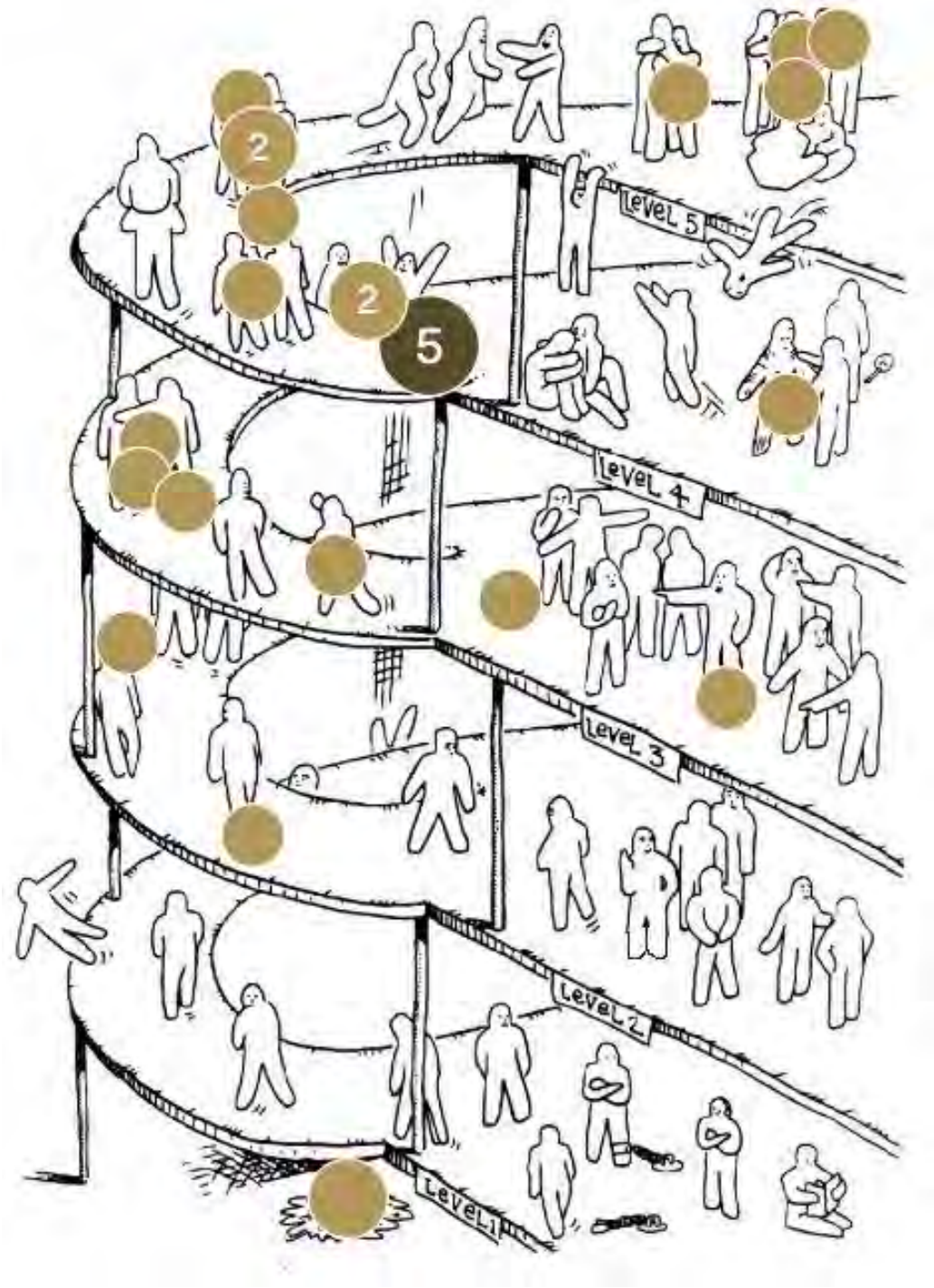

COMPASSION

EVALUATIONS

Temperature of the group



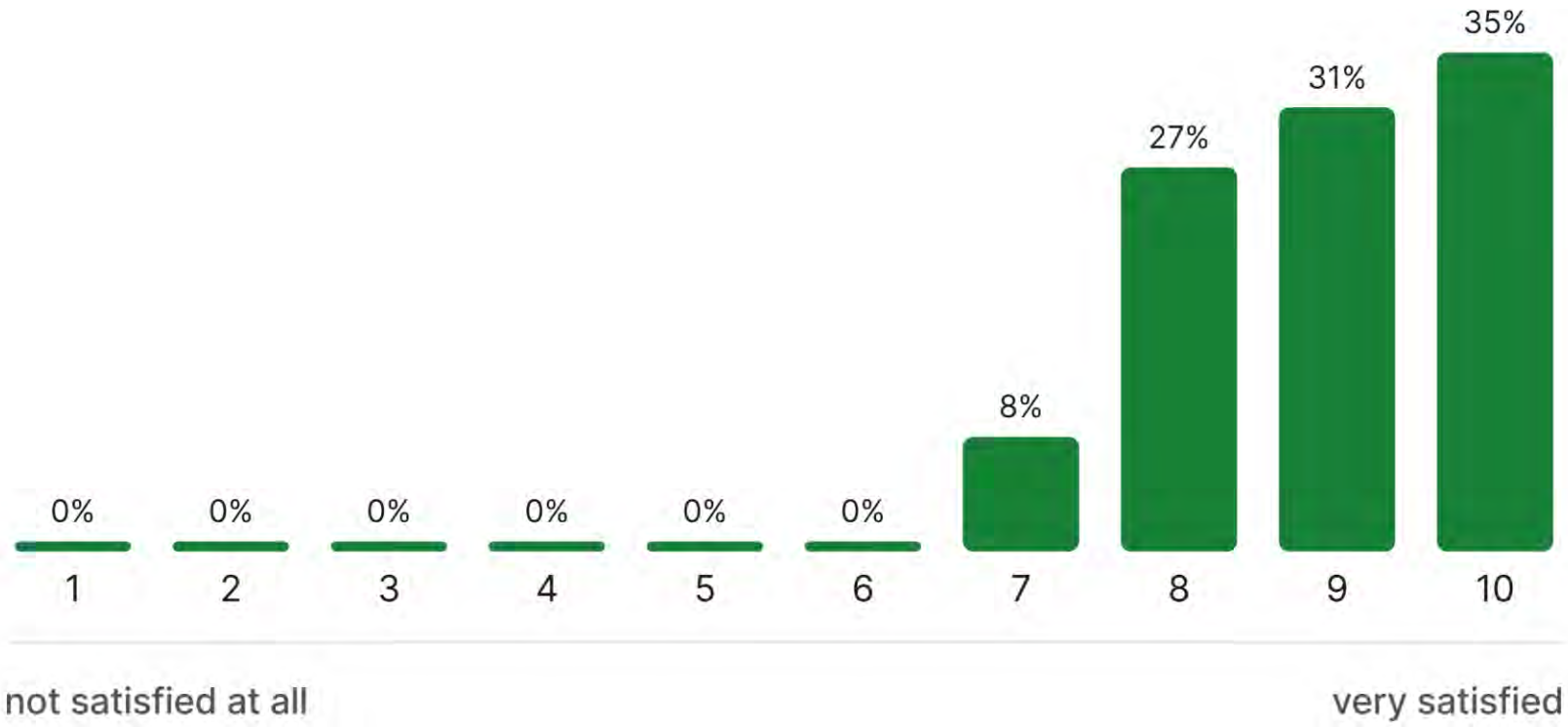
You in the group



How satisfied are you about the CONTENT of the training?

Rating Poll | 26 votes | 26 participants

Score: **8.9**



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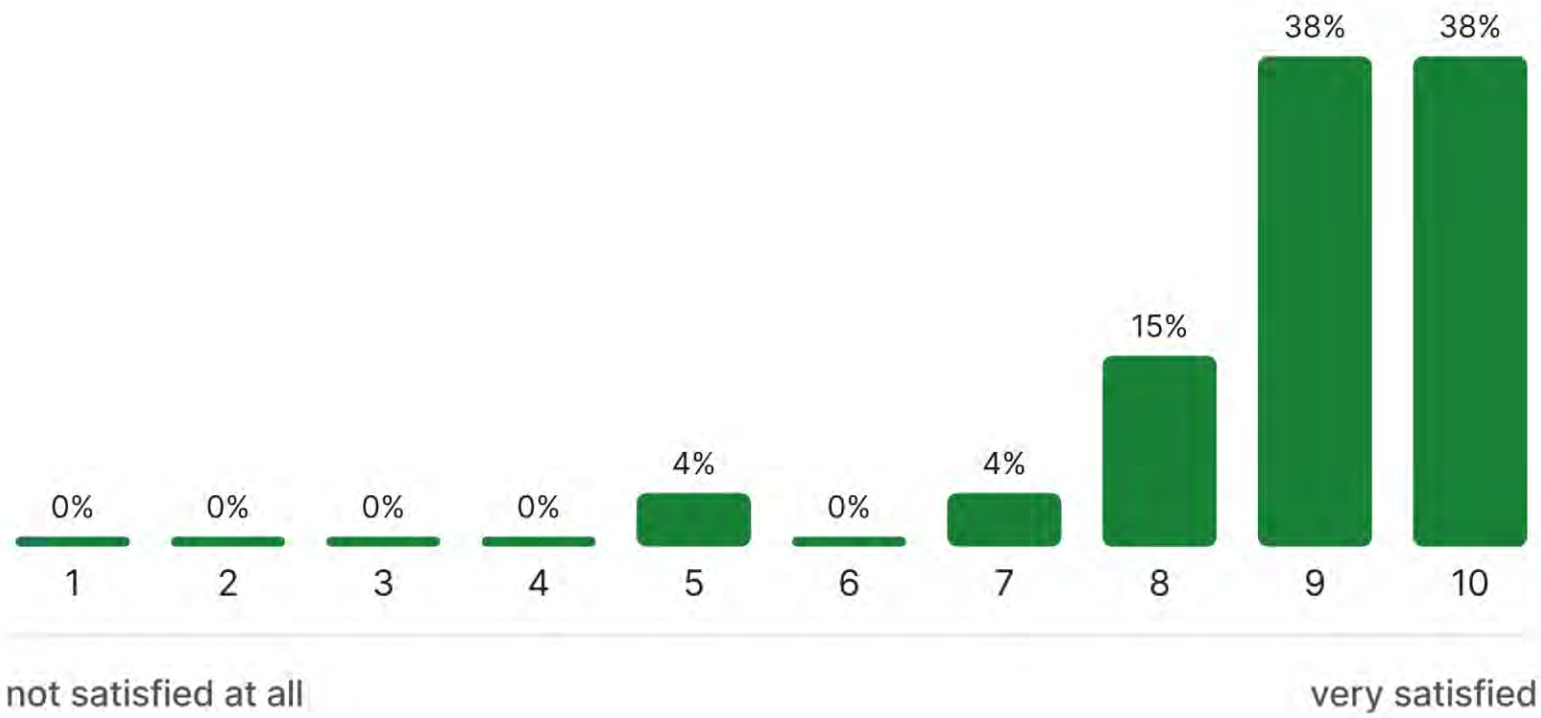
How satisfied are you about the APPROACH, the METHODS of the training? How satisfied are you about the WAY we delivered the training?

Rating Poll 26 votes 26 participants

Score: 9



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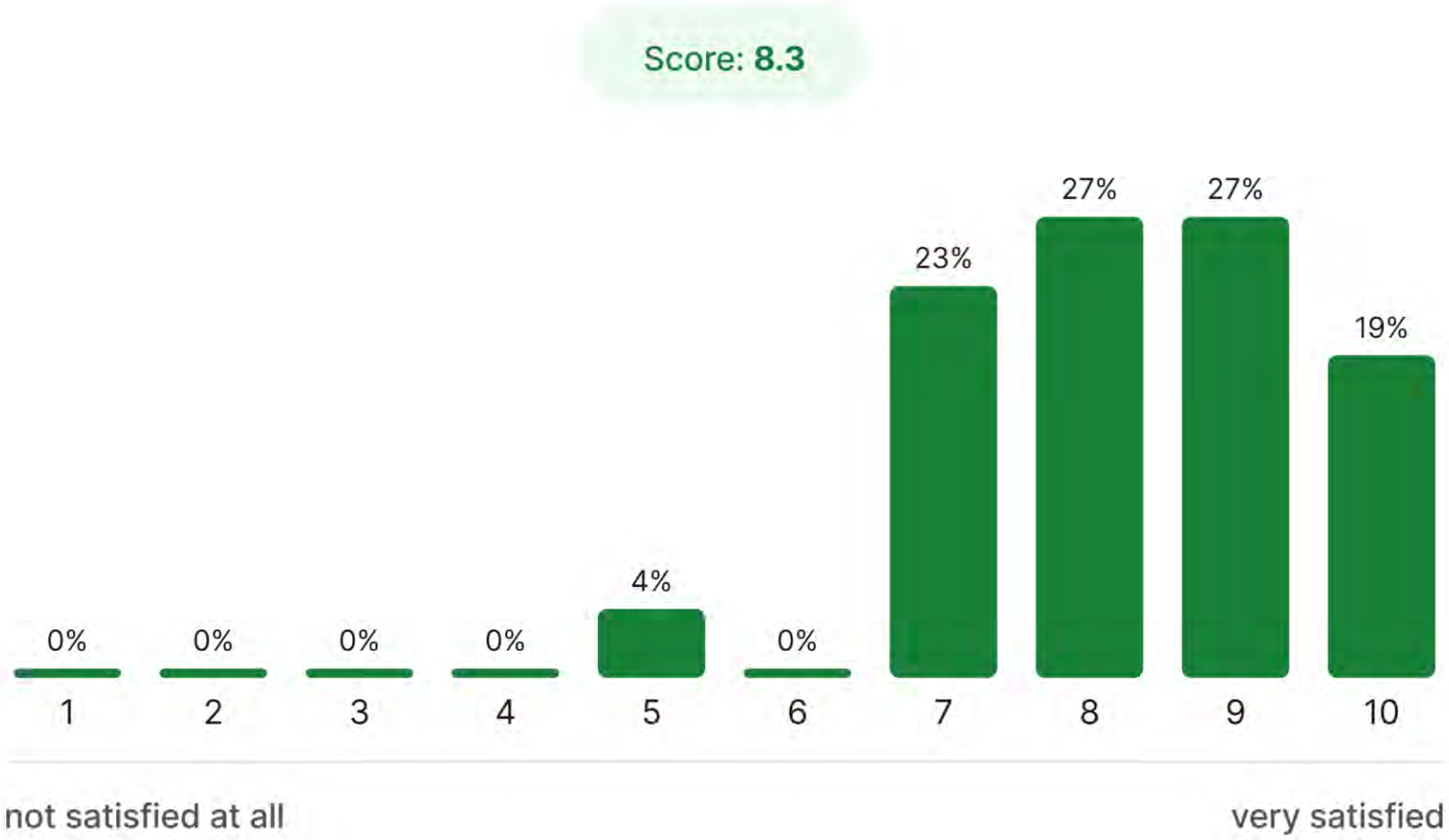
How satisfied are you about YOUR OWN LEARNING? Did you learn enough?

Rating Poll | 26 votes | 26 participants



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Are you feeling more confident or more competent to fullfill your role after the training? Do you know now what is expected from your position and can/will you do this?

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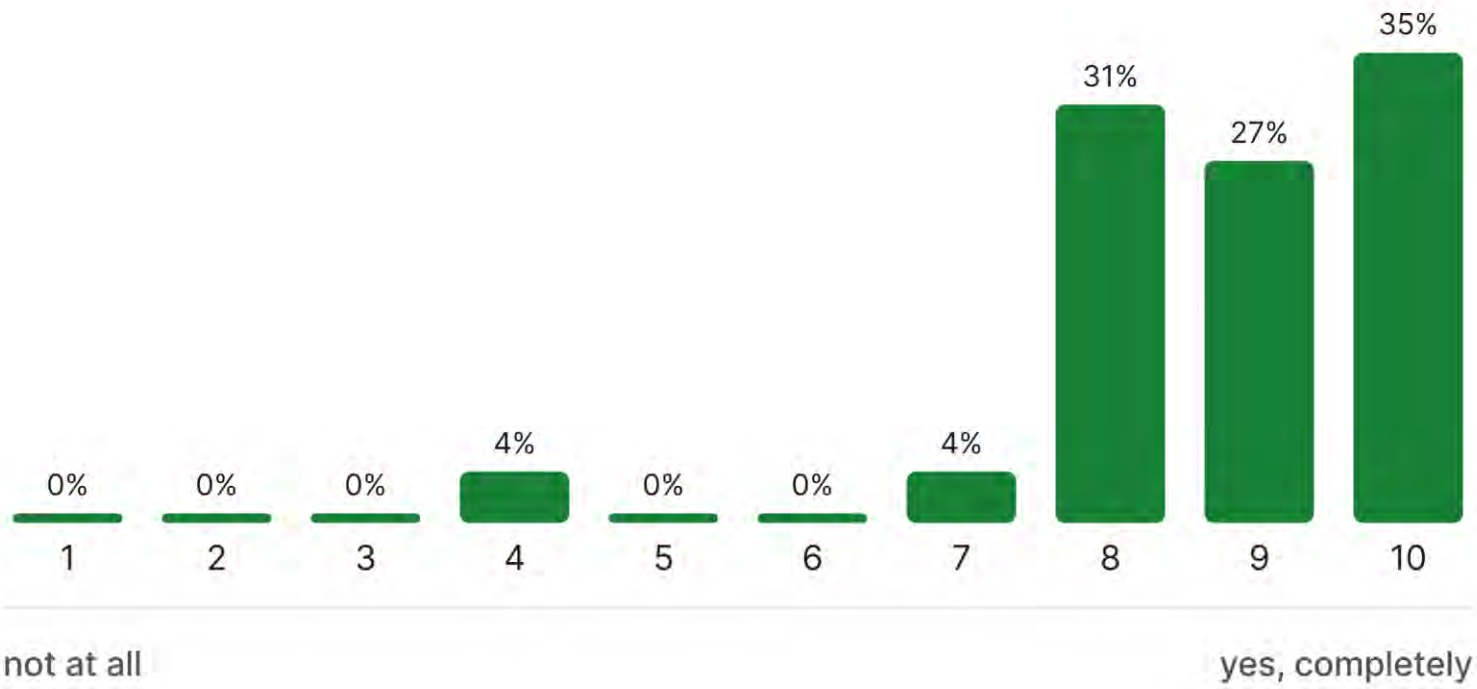
Score: **8.8**



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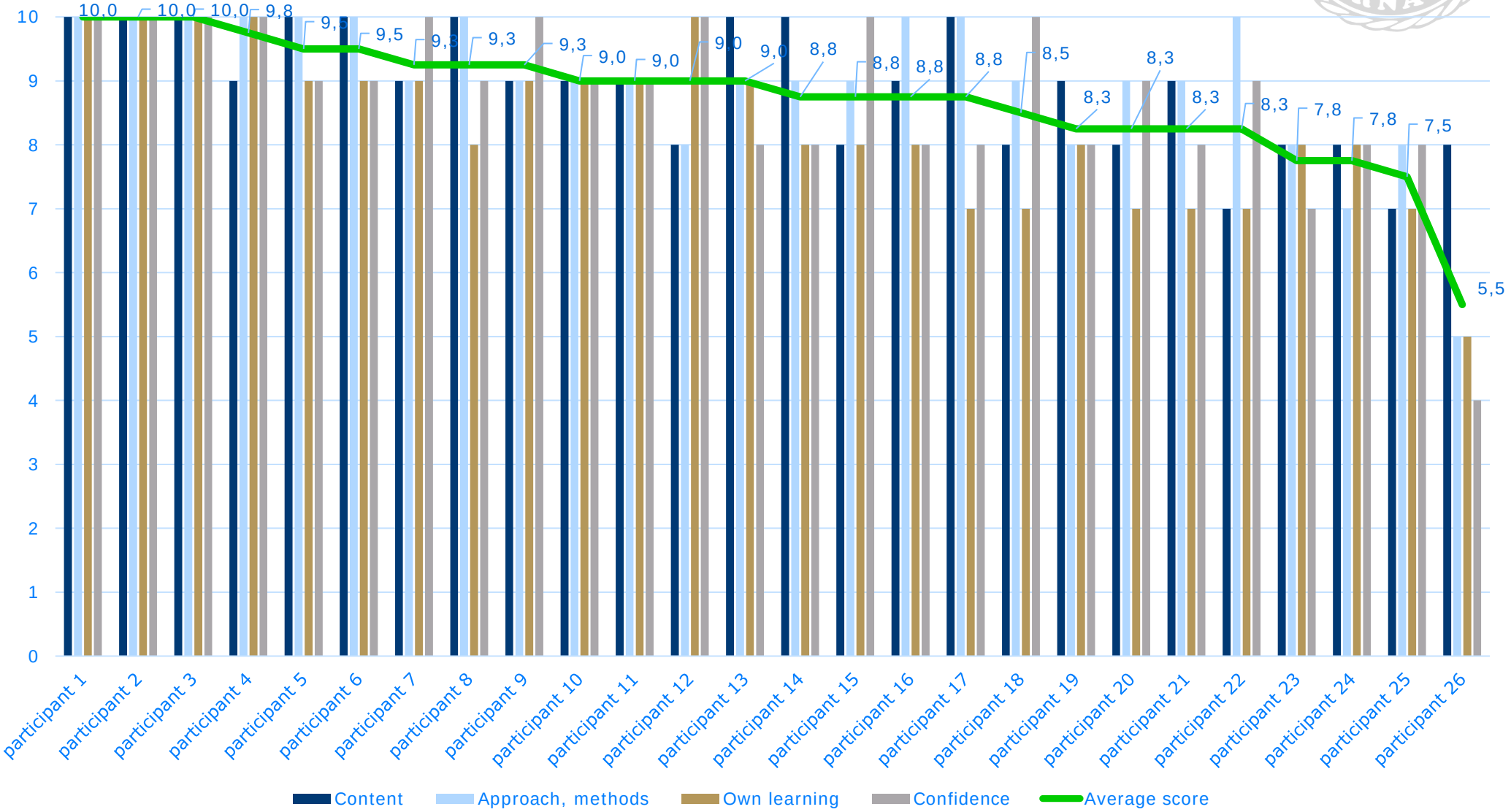
Individual scoring