

Change and New Year's Resolutions

Change is often met with resistance. In fact to better sell a change, an organization's leadership is often cautioned to use a term like "evolution", or a phrase like "tweaking the system" rather than use the evil word **change**. That is why I love New Year's Resolutions: When it comes to New Year's Resolutions change is our goal, not our enemy!

So let's talk about a few resolutions.

At the **zone level** and beyond a couple of resolutions come to mind:

1. We should resolve to be more transparent. In this regard I will strive to improve my communication with all of you as the leaders in our zones.
2. We should resolve to take on some of the sacred cows of Rotary; dare I suggest a few such as the President's Rep system; the International Assembly; the costly, volunteer committee structure that favors the Rotary Senior leaders; and the related costly volunteer travel expenses.

At the **district level** we might consider two resolutions:

1. Resolve to reinvent the DG's position so as to foster a wave of new young leaders. To most outsiders the image of Rotary remains a club of "good old boys". We must encourage good young leaders to step up to serve as Governor. We cannot do this if we continue to insist that the best example of serving as DG is to visit every club 3 times a year, to attend meetings until we are blue in the face and define the DG's role as one only a heart healthy retiree could possibly take on and survive!
2. Resolve that less is really more. Get more out of meetings while shortening the length; get more out of committees while reducing in person meetings; and get more out of Rotarians by supporting them more rather than continuing to throw at them a smorgasbord of demands.

At the **club level**:

1. Resolve to actually use and maintain the electronic technology that we already have at hand. The three newest members of my club came to us from LinkedIn. The last 3 club websites I visited hadn't been updated in over a year. Does anyone believe an outdated website is anyway to do business?
2. Resolve to develop a signature project.

I have always been better at coming up with New Year's Resolutions for others than at following through on my own!

Happy New Year! Be a "10" in 2010, resolve to make us better.