

TANDEM CLUB PARTNERS

PERSPECTIVE

The Right Leader is the Reluctant Leader

It's an unfortunate irony in club governance that those reluctant to involve themselves in a voluntary leadership position are often the best ones for the job. The reluctant leader (henceforth referred to the RL) rarely presents themselves for service, but rather needs to be identified, sought out and recruited. This process of coaxing someone to be involved can be time-consuming and is not always successful, however, the investment of time is worth every minute, especially when considering the alternative: the ambitious volunteer (AV).

Why work so hard to avoid the AV? Isn't it a good thing to have someone who wants to be involved. Well, yes and no. Each case is unique, but time and time again, the RL has proven to be superior. To understand why the ambitious can be so dangerous, you have to ask yourself the question, "Why does this person want a non-paid position so badly?". This is the million dollar question. The answer is often found in how they are compensated. Compensated? Yes. Compensation takes on a different currency to someone who is thirsting for an unpaid position. This compensation, while not dollars and cents, is found in identifying what this person wants and most want the same thing: power, influence, to push personal agendas and to fuel their ego. These folks are often identified in their conduct in committees, which should serve as the "bullpen" for future board members. They rarely yield to the greater good unless their personal position is in-line with the greater good. They also often seem to want to make changes simply for the sake of change and can dominate conversations due to their inability to listen. The AV, thankfully, is not difficult to identify. Contrary to the RL, the AV *will* present themselves.

The RL will support the direction of the greater good, even when it may not align to their personal beliefs or preferences. They listen and tend to only dominate conversations when necessary to maintain order in an effort to ensure all are heard, rather than to push their point-of-view. The silent majority of the Club is from where the RL comes. A club's silent majority is usually content, logical and reasonable, however, they tend to not like to be involved. The vocal minority, however, LOVES to be involved and, if allowed by the silent majority, will kick in the doors, take control and steer the club in a direction not in-line with the majority's beliefs. And, when this happens, the silent majority only have themselves to blame.

How can you protect your club from being overtaken by the vocal minority and ambitious leaders? Much like partnering with an outside auditor to ensure your accounting is done properly, it is time to partner with a group that can guide your recruiting and governance process, using objective, third party expertise and tools to analyze the personalities of board candidates. Few companies are capable or versed in this, but Tandem Partners is. Allow our team to provide the guidance to ensure your club serves the majority of its members and not the whims of a select few.