

DISTRICT LEADER CANDIDATE SHOWCASE

POTENTIAL QUESTIONS



The following questions were developed by Toastmasters International for use at International Director and Officer Candidate showcases. They have been modified for use at District conference showcases, and have further been categorized for different roles. Questions may also be used by the District Leadership Committee to aid in the selection of District nominated candidates. This list is meant to assist by providing potential questions; however, the District may modify or add questions, at its discretion.

If you have any questions about District leader candidate showcases, please contact districts@toastmasters.org for additional assistance.

DISTRICT DIRECTOR

- ▶ When leading a team, describe your decision-making style?
- ▶ What procedures should be implemented to ensure District leaders are conducting themselves according to our core values?
- ▶ What can you and your District do to get more members excited about being a part of the leadership process?
- ▶ Please provide a specific example of when you developed a strategic plan and it was implemented successfully.
- ▶ Being Distinguished is an important goal for all District leaders. However, in the home stretch, some leaders resort to unethical practices in order to achieve Distinguished status. What should be done to prevent this from happening, how can this be monitored and what should the consequences be for those who engage in this activity?
- ▶ Tell us about a time when you chose to do something that, although not best for you and your personal goals, met the needs of others. What made you decide to act in their best interests, while sacrificing your own? (This question helps discern each candidate's ability to act in a selfless manner for the greater good of their constituents.)
- ▶ Please explain your understanding of the fiduciary responsibility of a District leader and how your experience relates.
- ▶ What additional procedures should the District implement to ensure District funds are managed appropriately?
- ▶ How can we ensure District leaders fully understand how to prepare and manage their operation budget?
- ▶ How will you achieve the District mission?
- ▶ Describe a successful team you led.
- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?

PROGRAM QUALITY DIRECTOR

- ▶ When working with a group of peers, describe your decision-making style?
- ▶ Please provide a specific example of when you developed a strategic plan and it was implemented successfully.
- ▶ What is your role in Pathways adoption by members?
- ▶ Many newly chartered clubs fold within the first year. What would you recommend as remedies to save these clubs?
- ▶ What can you and your District do to get more members excited about being a part of the leadership process?

- ▶ Being Distinguished is an important goal for all District leaders. However, in the home stretch, some leaders resort to unethical practices in order to achieve Distinguished status. What should be done to prevent this from happening, how can this be monitored and what should the consequences be for those who engage in this activity?
- ▶ Please explain your understanding of the fiduciary responsibility of a District leader and how your experience relates.
- ▶ How will you achieve the District mission?
- ▶ How will you ensure quality club leader and District leader training?
- ▶ How will you promote quality clubs?
- ▶ How will you use your annual conference to promote the club and District missions?
- ▶ Describe a successful team you led.
- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?

CLUB GROWTH DIRECTOR

- ▶ When working with a group of peers, describe your decision-making style?
- ▶ Please provide a specific example of when you developed a strategic plan and it was implemented successfully.
- ▶ What are your plans to reach the District goals in membership and club growth over the program year?
- ▶ What will you do to attract the younger market age (between 25–35 years old)?
- ▶ What is your plan to promote the organization to corporate leaders? Community organizers?
- ▶ For a District already saturated with clubs in the metropolitan area, what are your plans to address growth in low-density areas?
- ▶ Being Distinguished is an important goal for all District leaders. However, in the home stretch, some leaders resort to unethical practices in order to achieve Distinguished status. What should be done to prevent this from happening, how can this be monitored and what should the consequences be for those who engage in this activity?
- ▶ How will you address low member clubs?
- ▶ Please explain your understanding of the fiduciary responsibility of a District leader and how your experience relates.
- ▶ Describe a successful team you led.

- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?

ADMINISTRATION MANAGER (IF ELECTED)

- ▶ What expertise do you bring from your life outside Toastmasters that will provide a special contribution to this role?
- ▶ Tell us about a time when you encountered a problem in your work. How did you manage this?
- ▶ The District Executive Committee truly works as a cohesive unit. How will you react to those whose opinions are different than your own?
- ▶ Describe a successful team you led.
- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?

FINANCE MANAGER (IF ELECTED)

- ▶ What expertise do you bring from your life outside Toastmasters that will provide a special contribution to this role?
- ▶ Please explain your understanding of the fiduciary responsibility of a District leader and how your experience could provide the necessary background.
- ▶ What additional procedures should the District implement to ensure District funds are managed appropriately?
- ▶ How can we ensure District leaders fully understand how to prepare and manage their operation budget?
- ▶ The District Executive Committee truly works as a cohesive unit. How will you react to those whose opinions are different than your own?
- ▶ Describe a successful team you led.
- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?

PUBLIC RELATIONS MANAGER (IF ELECTED)

- ▶ What expertise do you bring from your life outside Toastmasters that will provide a special contribution to this role?
- ▶ What is your strategy to promote Toastmasters to non-members that live in our District?
- ▶ The District Executive Committee truly works as a cohesive unit. How will you react to those whose opinions are different than your own?
- ▶ Describe a successful team you led.
- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?

DIVISION DIRECTORS

- ▶ Perhaps the Division Director role is one of the most underutilized positions in the District. What metrics of accountability and responsibility for this position would you recommend?
- ▶ Many Division Directors have shown a significant lack of accountability. What do you propose to improve on that?
- ▶ Describe a successful team you led.
- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?

ANY ROLE

- ▶ What leadership skills and experience can you bring to the District?
- ▶ The District Executive Committee truly works as a cohesive unit. How will you react to those whose opinions are different than your own?
- ▶ Where do you see yourself in five years in Toastmasters?
- ▶ Tell us about a time where you have led progressive change that was not widely embraced. A time when change was embraced. How?
- ▶ Who was the most influential mentor in your journey to seeking a position in District leadership?
- ▶ What committees would you like to see in place to support District success?
- ▶ How can we encourage members to speak up to address concerns about club and District leadership?
- ▶ Should there be an Advisory Committee comprised of past officers and directors to research and recommend solutions for consistent complaints regarding leaders in a District? Though such a committee could not be authorized to decide specific outcomes, they could advise the DEC regarding potential solutions for consideration.
- ▶ Tell us about a time when you chose to do something that, although not best for you and your goals, met the needs of others. What made you decide to act in their best interests sacrificing your own? (This question helps us discern, based on past behavior, each candidate's ability to act in a selfless manner for the greater good of their constituents)
- ▶ Tell us about a time when you encountered a problematic situation in your work. How did you manage this?
- ▶ Please provide a specific example of when you have inspired a group of Toastmasters to take action to serve our members.
- ▶ Describe a successful team you led.
- ▶ Describe your role and responsibilities and how you will achieve these.
- ▶ What will you do differently than past leaders?
- ▶ What innovative approaches will you bring to this role?