



Orchestra Your District Show

Connecting as District Director

The District Director orchestrates the overall direction and activities that lead to results. Following are key areas to focus on as you empower a highly skilled team of district leaders to lead a wildly successful district.

- **Build a cohesive leadership team:** Find out your team members' professional and personal goals, share your vision and goals with them and get inputs from them to align the vision and the goals of your district.
- **Create a meaningful and compelling vision:** A meaningful and compelling vision must include your team members. Build a connection with your team to learn how your vision affects their individual lives.
- **Create strategy** - A strategy is the approach you use to achieve your goals. Spend quality time developing your District Success Plan (DSP) and creating strategies before your year starts. Review the current DSP, assess results, discuss lessons learned together with current and past leaders and select strategies to achieve goals together.
- **Support your team with caring:** Connect with your team by showing how the organizational goals relate to their personal development goals. Provide support to them with the heart of leadership: caring. Show how profoundly grateful you are for the dedication and commitment your leaders have shown during the journey.
- **Track performance and help team members learn from the experience:** Track implementation of your strategy and performance, as you track achievement of your goals. Celebrate the success of milestone achievements and learn what can be improved.
- **Hold people accountable through personal coaching:** Personal connections are interactions with more depth and substance than surface-level greetings and small talk. Establish genuine bonds by making sure that your team members feel seen, heard and known.

Resource:

Build an extraordinary team

<https://www.toastmasters.org/Magazine/Articles/Develop-an-Extraordinary-Team>

District strategy

<https://toastmasterscdn.azureedge.net/medias/files/department-documents/district-documents/district-strategies-guide.pdf>

District Recognition program

https://toastmasterscdn.azureedge.net/medias/files/department-documents/district-documents/1490-toastmasters-international-district-recognition-program_2022.pdf

“Take care of people, and people will take care of you.” (Ray Williams)