

# Steve Champion

Supporting information for Club Growth Director nomination

## Toastmasters Service

I have served as a club officer in four community clubs, one advanced club, one corporate club and three pre-charter clubs. This has given me an appreciation of working with different personalities, teams, club types and cultures.

Since becoming VP Education in 2016 (and then President) of East Herts Speakers, we achieved President's Distinguished for the first time and have continued to do so every year. Since becoming VP PR (and then President) of Cornerstone Communicators Advanced Toastmasters, we were able to almost double the membership base and achieve President's Distinguished each year that I served on the committee. I believe that clubs and teams thrive when there is a culture of excellence and continuous improvement.

As Area Director, I was able to support all six clubs in Area 20 to achieve President's Distinguished status and help build a pre-charter club that chartered the following year.

As Division Director, the Division achieved President's Distinguished status. 86% of club base was Distinguished and we achieved net growth of two new clubs.

As Administration Manager, I have had the privilege of serving on the District Leadership Team twice. This has allowed me to understand the responsibilities of the team and identify how my skills and experiences can contribute to the long-term success of the District.

I have organised and delivered training at various in-person and online club officer and District officer training events and supported the District in the production of webinars and recordings. I have served on several teams and committees including the Growth Academy, the parliamentary team, the website project team and the District Leadership Committee.

I have sponsored or mentored three new community clubs and one new corporate club. I have served as an individual sponsor for eighteen new members in addition to those recruited as part of creating new clubs. Members that I have mentored or coached have achieved personal goals such as promotions at work, as well as serving on club committees and performing roles within the District.

## Educational Achievements

I have completed the Distinguished Toastmaster award, plus Dynamic Leadership level 5 and Effective Coaching level 3. I have also been trained in the new Club Coach program and have completed the Toastmasters Club Building Initiative curriculum.

I hold a Masters in Business Administration (MBA) and am a professional member of the British Computer Society (the UK's professional body for IT).

## Relevant professional experience

I have 25+ years of experience in building and managing HR services and technologies in global organisations. This means that I'm able to build relationships, understand complex problems and work collaboratively to provide solutions that are effective, efficient and serve the needs of all stakeholders.

### Strategic planning

I currently lead the core HR technology function for one of the world's largest hospitality businesses. I have previously run my own business, which involved developing sales propositions, nurturing clients and managing cash flow. As the Head of Strategic Development for a market-leading recruitment business, I was responsible for identifying critical market segments and building business capabilities to meet market needs. These skills of research, analysis and decision-making are highly applicable to the Club Growth Director role.

### Finance

In my career, I've had profit & loss responsibility for several large projects and business functions. I have run my own business and prepared client proposals, business cases and revenue models. I am familiar with common financial practices, UK small business accounting and VAT reporting. I specialised in financial strategy as part of my MBA. These experiences mean that I am able well equipped to perform the fiduciary responsibilities required as part of the Club Director Role and manage the assigned budget in line with Toastmasters International standards.

### Developing procedures

A core aspect of my professional career is creating processes and procedures that work reliably on a global scale. To do this I listen to the needs and preferences of a range of stakeholders and then collaborate with the team to design a solution. This includes not only the process itself but also plans for communication, training and change management. These are all skills that will be put to good use in the Club Growth Director role. Combined with my desire for excellence and continuous improvement, I believe that a key responsibility of the Club Growth Director role is to develop procedures and ways of working that help the District achieve its mission and for team members to achieve their personal and professional goals.

## District Leadership

### Lessons learned from previous roles:

Always look for opportunities to do things better, and then do something about it. Be prepared to try new things (and encourage others to do them), reflect on the results and keep improving.

Never underestimate the work required in building a high-performance team with a shared vision.

Be realistic about the time that it will take to make meaningful, lasting change.

### Reasons for wishing to serve as a District leader:

In my Toastmasters journey, I've discovered that I've often been encouraged to take on more responsibility and each time I said "yes" I found I was able to help others achieve things that they previously thought were impossible. My experience so far as a District leader makes me believe I can make even more of a contribution to the success of the District in the future.

### Views on the District's major objectives and my plans to accomplish them:

We grow new clubs and support all clubs in achieving excellence. By growing the number of clubs in the District we can increase awareness of Toastmasters International and grow our membership. This increases the number of people who can benefit from the Toastmasters International education program. By supporting all clubs to achieve excellence, we provide a higher quality experience to our members, which improves their ability to achieve their personal and professional goals. The role of the Club Growth Director is critical to ensuring the achievement of this mission.

To achieve the District mission we need to recruit, retain and engage talented people who are keen to put their skills to use in the service of the District, and to experience personal and professional growth. As Club Growth Director I would intend to create a team (and sub-teams) that members find worthwhile and which is focused on learning, personal responsibility, challenging activities and enjoyment.

For new club growth, I would expect to use a highly targeted approach for developing and nurturing prospects, using technology to support the process. I would recruit & train a team that can engage and guide a new club committee to build a new, sustainable club. The knowledge and assets developed during this will contribute to a District "new club playbook". This is work that I already started through my involvement in the Growth Academy initiative. Through the Growth Academy, we have been able to attract people such as Lance Miller (World Champion of Public Speaking) to deliver masterclasses on how to rescue clubs. This means that I've already started building relationships with people outside the District that can support us. I believe that one of the challenges that the District faces with new club growth is that too few people are involved and engaged in the process. By combining inspiring and engaging events with practical guidance and tools, I plan to increase the number of people involved in this vital activity.

For low-membership clubs, I believe that the role of skilled club coaches is crucial. I have a plan to identify potential coaches and provide a structured training and support program to help them be effective. This includes initiatives to promote teamwork between coaches to recognise their successes. I know that some clubs do not want to participate in the coaching program, even though they qualify. This could be for a variety of reasons, such as a lack of understanding of the benefits or a previous bad experience with a coach. These are cases where careful listening is important to understand and address the concerns.

## Additional information

I've lived and worked in the UK and USA, which means I have an understanding of diverse cultures and club environments. I have worked from home for many years so am familiar with working with remote teams and having the self-discipline to meet deadlines and commitments. I am analytical and believe that good data is important for good decision-making. I also believe that Ralph Smedley's statement "We learn best in moments of enjoyment" reminds us of the importance of having fun!

## Offices Held

List downloaded from the Toastmasters International website.

<b>Number</b>	<b>Name</b>	<b>Position</b>	<b>Start Date</b>	<b>End Date</b>
DT-0071	District 0071	Administration Manager	Jul. 01, 2023	Jun. 30, 2024
CB-06882313	Stevenage Speakers	Club Treasurer	Jul. 01, 2023	Jun. 30, 2024
CB-06882313	Stevenage Speakers	Club Secretary	Jul. 01, 2023	Aug. 09, 2023
CB-06882313	Stevenage Speakers	Club Treasurer	Jul. 01, 2022	Jun. 30, 2023
CB-06882313	Stevenage Speakers	Club Secretary	Apr. 06, 2023	Jun. 30, 2023
DT-0071	District 0071	Administration Manager	Jul. 01, 2021	Jun. 30, 2022
CB-06882313	Stevenage Speakers	Club Treasurer	Nov. 01, 2021	Jun. 30, 2022
CB-01479472	Cornerstone Communicators Advanced Toastmasters	Club President	Jul. 01, 2021	Jun. 30, 2022
CB-06882313	Stevenage Speakers	Club Secretary	Nov. 01, 2021	Nov. 03, 2021
CB-01479472	Cornerstone Communicators Advanced Toastmasters	Club VP PR	Jul. 01, 2020	Jun. 30, 2021
CB-01395279	East Herts Speakers	Club Secretary	Jul. 01, 2019	Jun. 30, 2020
CB-06882313	Stevenage Speakers	Club Treasurer	Sep. 30, 2019	Jun. 30, 2020
CB-01479472	Cornerstone Communicators Advanced Toastmasters	Club VP PR	Jul. 01, 2019	Jun. 30, 2020
DT-0071	District 0071	Division Director	Jul. 01, 2018	Jun. 30, 2019
CB-01479472	Cornerstone Communicators Advanced Toastmasters	Club Secretary	Jul. 01, 2018	Jun. 30, 2019

<b>Number</b>	<b>Name</b>	<b>Position</b>	<b>Start Date</b>	<b>End Date</b>
DT-0071	District 0071	Area Director	Jul. 01, 2017	Jun. 30, 2018
CB-05961042	Winchmore Hill Speakers	Club VP PR	Mar. 15, 2018	Jun. 30, 2018
CB-01395279	East Herts Speakers	Club President	Jul. 01, 2017	Jun. 30, 2018
CB-01479472	Cornerstone Communicators Advanced Toastmasters	Club Secretary	Jul. 01, 2017	Jun. 30, 2018
CB-05483529	Saffron Walden Speakers	Club VP Education	Jul. 01, 2017	Aug. 23, 2017
CB-01395279	East Herts Speakers	Club VP Education	Jul. 01, 2016	Jun. 30, 2017
CB-05483529	Saffron Walden Speakers	Club VP Education	Jun. 20, 2017	Jun. 30, 2017
CB-01479472	Cornerstone Communicators Advanced Toastmasters	Club Secretary	Jul. 01, 2016	Jun. 30, 2017
CB-01395279	East Herts Speakers	Club VP Education	Mar. 14, 2016	Jun. 30, 2016
CB-04413795	Toastmasters of Wyndham	Club VP Education	Jan. 01, 2015	Jun. 30, 2015