

Interview Questions for Candidates for RI President in 2018-19
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Continuity

The presidents and Boards in 2015–16, 2016–17, and 2017–18 have focused on continuity in policy and direction.

1. How important is continuity to you in setting direction and policy for Rotary?

Continuity is critical for our organization and needs to be included in our policies. The President Nominee should work closely with the President and President Elect in order to ensure a three-or-more-year program that is aligned. While we need change we have to do it at a pace that allows all parties to grow over time and develop the new through adequate planning and consultation. We need to look further into the future than we have been doing so that Rotarians can truly see our path and help us attain it in an organized manner. A united leadership will help our clubs to bring continuity to their programs also.

2. What would your approach be to ensure such continuity going forward?

There needs to be deep discussion with the staff and General Secretary with a clear understanding that this is a team effort and the One Rotary mantra must be a focus. There has to be meetings right away with the Nominee and with Elect and President each year with strong guidance to work closely together. The team needs to examine the enterprise list and work out what we can do without adding any major programs and how we can ensure an evaluation of every program with a direction to keep those that work and eliminate those that don't. The code of policy needs to be analyzed to see what can be modified to help ensure continuity and longer term thinking. This can be a useful tool to guide the new President and the new Board each year.

Relationships and Collaboration

Building strong relationships and collaborating with volunteers and staff are critically important to Rotary's success.

3. How would you build relationships between the Board, the Trustees, the general secretary and staff?

We are all on the same team but have become silos acting independently of each other. Consistent communication will greatly help to rebuild the trust which is essential. Individual meetings must happen and listening to the goals and aspirations of each member of the team is essential. We must assure the staff and show them that they will be treated with respect. There needs to be numerous meetings with the Chair of the Trustees and the General Secretary and the President as well as joint meetings of the Boards discussing the goals and objectives. Honesty and openness is important in those meetings as well as a respect for the principles and opinions of all parties. With that constant communication and a level of trust we would then be able to reach consensus through discussion.

Leadership

Strong leadership, inspiration, and vision are critical to the successful performance of the RI president.

4. What are the top three characteristics of an effective leader and what makes you uniquely qualified to serve as RI president?

I have often used the book *The Radical LEAP* by Farber as the guide to good leadership. LEAP is an acronym for Love, Energy, Audacity, and Proof. When we combine love and caring with an enthusiasm to accomplish our goals and then show the audacity to think differently and try new things while setting the example being authentic and rolling our sleeves up to work side by side then we can lead. I have lived my life with these values along with integrity. I have run a hospital business for many years and the success was because of my leadership to motivate our Associates to give their best every single day. I have the experience of leading a large company and the personality to motivate others along with an enthusiasm that will excite Rotarians. As a trainer in Rotary I realized that I have an ability to inspire Rotarians.

5. What is one thing you would change about Rotary if you could?

It is said that we must know our customer to be a success. We have been disconnected from our customers, which are Clubs and Rotarians. I would like to see efficient and effective communication between Rotarians/Rotary Clubs and Rotary International. We are too far out of touch with the clubs and many do not stay in touch with what is going on in the organization. If we could reach all 1.2 and inspire them to reach their maximum potential, we would have double the membership and double the donations. We would also have all clubs reporting on My Rotary and Showcase so we could really know what our impact is around the world. Then we can market that impact and make sure the world really understands who we are and the amazing work we are doing in almost every corner of the earth.