

# Leadership in your Shed

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## Steering Committee

Leading a voluntary organisation whether it is a Shed or a school committee or a service club is very different to running a business.

- It needs to be a no stick approach - only a carrot
- This makes discipline a different prospect, but it is still essential
- Education and redirection are your tools

## Lead by example

Demonstrate your personal commitment for the these issues -

- Willingness to take on tasks
- Availability
- Reliability
- Accepting the “hard” jobs

## Seek volunteers

- Ask for help on a voluntary basis - don't push members to take on responsibilities they are not comfortable with
- Get to know the background and abilities of the members and ask for help from those with special experience and ask them to help
- Be prepared to provide training and guidance if the task is outside a member's experience

## Work as a team

- Allocate doable jobs among a number of the members
- Encourage members to arrange subs if they are unable to attend at their given time
  - For example if someone is on supervisors roster and is unable to make it encourage them to arrange their own substitute rather than you having to do it.

## A few don'ts

- DON'T overload or overwork individual members
- DON'T get grumpy if things aren't done to your expectations. The chances are that you have not explained what was needed properly
- DON'T under rate the value of praise and thank you
- DON'T get upset if not all members want to help

## Encourage the development of a succession plan

Things to be put into place:

- Set a finite time for each management team responsibility
- Have a back up member for each job who can attend meetings and report if the appointed member is unable to attend the meeting
- The President of Manager should have a Vice President who will take over the role at the end of the time set
- Train the Vice President in the responsibilities of managing the Shed. Get outside training if necessary.
- Allow sub-groups (gardeners, wood turners etc) to appoint their own team leaders and run their own group wherever possible

## At the end of the day

Accept the fact of Pareto's 80/20 Rule

**"80% of the work in running the Shed will be done by 20% of the members"**