

**Shekhar Mehta**  
**CANDIDATE INTERVIEW QUESTIONS-2019**

**1. *What characteristics do you personally have that would make you an effective leader of volunteers and Chairman of the Board for Rotary International?***

Leading volunteers perhaps comes naturally to me. My inter-personal skills with people make me relate very easily to them.

I am innovative, lead by example, am hard working and have strong communication skills, all of which help me to easily motivate people.

I have developed national level programs like Shelter Kit, Heart surgeries, T-E-A-C-H program involving up to 200 PDGs in a team. Thousands of clubs participated from South Asia.

I have led hundreds of Rotary leaders to organize many large events, with upto 6000 delegates from across the world.

I should be an effective chairman of the Board of Rotary International as

I am flexible and welcome bright ideas.

I believe in consensus and inclusive leadership

A proponent of strategic planning, I like to work with a vision of the future.

Though innovative, I believe in continuity

My experience of being on boards of International Organisations will also help.

**2. *Rotary's membership has remained constant for decades and is falling in some areas. Do you see that as a problem? If so, what courses of action would you propose to address this? Are there any alternative membership models that you think we should consider?***

Rotary's membership trend is surely a challenge. Membership development therefore needs to be the topmost priority and there should be a strategy for this.

- Membership being lifeline of Rotary, a major brain-storming is needed to find effective solutions suited to different areas of the world. Regional ethos and culture have to be given importance to find localized solutions, *as one size does not fit all.*
- Greater accountability and evaluation of performance of Regional Coordinators is needed
- Emphasis should be on making clubs strong, so as to attract and retain members
- Using technology for greater member engagement is essential
- Focus on Rotaractors and female members should be the long term strategy for membership growth.

Alternative membership models to consider could be:

- Seamless membership transition from Rotaract to Rotary
- Reciprocal Membership with similar organizations like Round Table etc
- Global Membership
- Family Membership.

**3. *How does your vision for Rotary integrate with our strategic plan and what specific elements of the plan would you stress and why?***

My vision for Rotary is interwoven with the strategic plan of Rotary International. My vision for Rotary is:

- The strategic plan to percolate down to club level to make clubs strong
- Recognition of Rotary's work in polio
- Focus on membership, especially Rotaractors and female members
- Making Rotary more contemporary and adaptable by partnering with others
- Higher Member engagement
- Investing in technology

These, I believe will help increase our impact, expand our reach, enhance participation engagement and increase our ability to adapt.

I would focus on each of the elements of the plan as all of them are necessary for our overall growth.

I would stress specifically on membership growth as that is the mainstay of our organization and also on enhancing impactful projects for greater engagement of members and better impact and image of the organization on the communities around the world.

**4. *How would you partner with RI staff on a day to day basis and what would you do to ensure that Rotary operates free of any harassment or discrimination?***

I would have meetings with the general secretary and through him, the senior staff, to understand the day to day work of the organization from their point of view as I respect the vast collective experience of the staff. I would want to listen and learn a lot. I will follow the organizational hierarchy.

It is important that an organization as multi cultural and diverse as Rotary has proper policies on harassment or discrimination right from Rotary International to Rotary Club level.

These terms may be nuanced in different parts of the world, therefore Rotary International's policy on harassment and discrimination should be made understood at every level of the organization. Districts would be encouraged to have their defined policies on harassment or discrimination and this matter would be taken up seriously so as to protect the image of Rotary and Rotarians.

Creating awareness will be critical.

**5. *How would you build continuity of leadership between the preceding (2019-20 and 2020-21) and succeeding leadership teams (2021-22 and 2022-23)?***

Continuity has been a hallmark of Rotary, helping sustain it more than 100 years despite its annual leadership changes. I am a huge believer in continuity.

Even as I believe in innovation, I do not like to reinvent the wheel. I would be a good listener and ready to learn from the leadership preceding in 2019-20 & 2020-21.

I would like to see further, only by standing on the shoulders of my predecessors. I will develop good personal and working relations with them

I am sure the preceding leadership teams will plan around the new strategic plan and the vision of Rotary. This would help me do the same and maintain continuity.

Regular meetings with the preceding leadership teams, understanding their ethos and thought process would help hugely in continuity and the support and guidance I receive from them, I would like to pass on to the succeeding leadership teams.