



D7620 VISION PAPER: A New Generation of Training – Digital Learning During Covid-19 and Beyond

(June 2020)

Are you ready for change from face-to-face meetings to a Digital platform for learning?

Leading change is not transforming an organization but reorienting the attitudes and behaviors of members. To do this well, the District needs to address the personal and emotional changes that people experience when they need to adapt to new ways of thinking or acting

The desire to make changes must be shared by more than just the people at the highest levels of the organization. Progress and growth happen only when people at all levels agree that they want change and are ready to shift how they do things. So, learning the new methods will be essential to lasting change and growth. D7620 has therefore appointed a committee that addresses several aspects of planning for digital learning. This committee has assessed training needs and topics desired via a survey both at District 7620 level and among 4 Rotary Districts. Our results are noted below.

The new philosophy of learning requires us to:

- **Use better data:** Better data gathered through surveys and input means improved, targeted, and meaningful learning for better implementation, assimilating in part from feedback received from District Pre-PETS and CPETS training attendees.
- **Change the culture of learning:** Provide and use a digital platform with built-in training modules at progressive levels of learning. Designate the levels and work with a team consisting of a trainer and co-trainer within our District Committee.
- **Act early:** Enlist President Nominees (PNs) and President Elects (PEs) through direct contact and phone calls as well as emails. One member of the District Committee will help AGs reach out to Clubs.
- **Close learning gaps:** Provide better access and adaptability to support personal choices and to drive personal progress.
- **Partner with areas and RLI:** Embrace the wisdom and strength of local leaders to create an awareness of the scope of learning via AG support. Partner with RLI to help synthesize learning without redundancy.
- **Strengthen the District's ability to lead by 'continuous' rather than 'one-time' learning:** This will both decrease costs and enhance the user's learning experience.

Pathways to Change

People approach change in different ways. Some like to be the first to own the newest piece of technology or to adopt new ideas. They can ***be great champions for change and help an organization move closer to its***

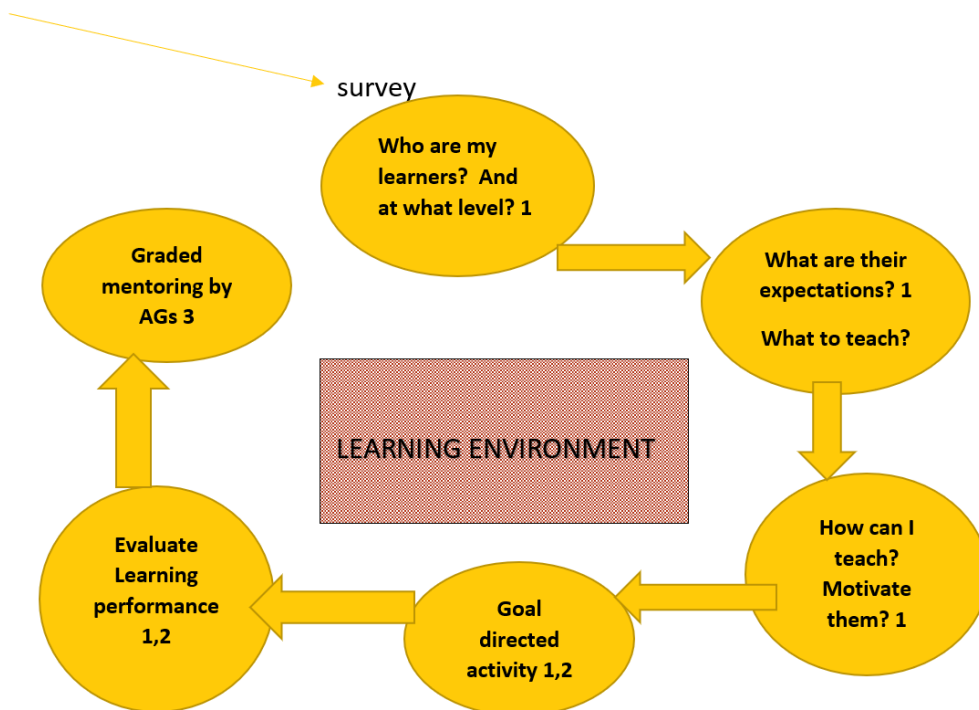
goals. We suggest using these champions at every level and identity change drivers in the District. We recommend using AGs for input throughout this process. We can also ask senior Rotarian leaders, who loved and facilitated fellowship and growth, for their input as well.

Distance Learning Objectives

1. Provide continuity in training and education of Presidents Elect and President Nominees during the Covid-19 recovery and beyond.
2. Enhance learning by introducing flexibility in learning formats, **utilize learner interaction online and techniques to assess learning.**
3. Provide training to use Zoom, Go-to-Meeting or other chosen online formats for online meetings.
4. Rather than organizing in-person meeting one day in one location, learn by **modules as and when possible** with certificate of completion when done; modules are intended to each be less than 30 minutes in length.
5. Develop and store learning modules from Pre-PETS and RLI Level 1 for President nominees, CPETS and RLI Level 2 for President Elects, and level 3 for RLI facilitators and AGs.
6. Deploy interactive strategies that include surveys, breakouts for discussion, shared case studies, and area-related training.
7. Utilize online videos created by District-level experts and possible from others that get posted online and can easily be viewed by users as and when desired
8. Use assessments to assess learning and outcomes; write up results using the case study format.

Here is the Learning Environment we are recommending:

Figure 1



Determine Engagement (see Figure 1 above)

- Ask via survey or personal interview with 3 to 5 questions for each incoming and outgoing President.
- Ask users to prepare ahead of time with Rotary learning videos that have website links (i.e., choose modules such as Club President, Club Secretary, AG, other).
- Ask for staged learning quarterly with repeat sessions
- Ask for area targeted learning, e.g., President Nominees must complete some modules on Rotary Club Central’s Learning Center *before* arriving at Pre-PETS; AGs must do the same for their AG training.

The goal is to have:

- Focused content
- Audio feedback
- Video feedback
- Learner control by choice and flexibility
- Promote reflexive practice (Small, medium size and large Club discussions, possible Area discussions)

Here are several recommended training levels and content in support of the Learning Environment:

Available from RI Club Central’s website for use by District learners		
1 = President Nominees <ul style="list-style-type: none">• Club President basics• Essentials of understanding conflict• Practicing flexibility and innovation• Structure of Rotary and the Foundation• The Rotary brand	2 = President Elects <ul style="list-style-type: none">• How to run a meeting• Is your Club healthy?• Leading change• Best practices to engage members• Committing to diversity• Equity and inclusion• What is Rotaract?• Youth, Global and Peace Scholarships	3 = Assistant Governors <ul style="list-style-type: none">• AG basics• Building Rotary's Public Image• Becoming an effective facilitator• How to advise on District & Global Grants• Working with your District Team• Public speaking

Other Potential District 7620 Learning Topics

Level 1

- Using DACdb to upload member data
- Using DACdb to assess growth and membership leads
- Using DACdb to send pmail to members and others
- Using DACdb to develop Club newsletters
DACdb training session to be taught by DACdb trainer or other District experts
- Club Treasurer and Secretary Basics

Levels 2 and 3

- Tracking membership leads & new lead formats for Clubs
Possible facilitator: Jennifer Coppit
- How the Foundation makes help happen and District Grants
Possible facilitator: Rich Glover
- Navigating the Rotary International Convention
Possible facilitator: Geetha Jayaram

Advanced Learning Topics

- Statistics for Club membership gains and retention (*Possible facilitator: Terry Weaver for AG training*)
- Networking with other entities such as Baltimore Connect, Bloomberg School of Public Health, Toastmasters, and others
- Digital marketing techniques to be taught by the Postern marketing agency and/or other organizations
- Area Club joint efforts to promote Rotary's public image (e.g., providing a Passport to all Clubs in an area in collaboration with partners such as the Boat Float in Columbia or Meals for Hope)
- National Immunization days for Polio eradication and what it means (NID days presentation from Rotary website) and National Polio Day
- Foundation giving and the Million Dollar Dinner (organized at the District level)
- Understanding Youth, Global and Peace Scholarships and funding (*Possible facilitators: Susan Glover, Jennifer Hara, and Peter Kyle*)
- Rotaract development and starting new clubs (*Possible facilitator: Monique Toussaint*)
- The 4-Way Test for Rotary (*Possible facilitator: Matthew May*)
- Surveys for President-Elects (*Possible facilitator: Daniel Fischer*)
- What is needed for a District Trainer or a Rotary Leadership Institute facilitator (*Possible facilitators: Ayse Orellana and Sean McAllister*)

Closing Comments

We hope you enjoy reading this Vision Paper and we are keen to receive your feedback and suggestions! The purpose of this Vision Paper is to launch a discussion regarding 'A New Generation of Training – Digital Learning During Covid-19 and Beyond'. To continue the dialog, please contact the authors of this Vision Paper:

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