

A Guide to Becoming a Region #4 Regional Management Team Member



One of the top priorities of the Regional Management Team (RMT) is to find and train the future leaders of Region #4.

The Team is always actively searching for talented, enthusiastic members, like you, who share its dedication to developing our members, chapters, and region.

This document is designed to give members a guide to the skills, experience, and exposure necessary to help make them successful candidates for the RMT.

The Regional Management Team

The RMT is the governing and decision-making body of the region. The Team assesses regional needs and set goals and priorities. They also oversee all regional planning and activities, hold fiduciary responsibility for the region, and serve as liaison to the international organization.

Team members consider it an honor to serve on the RMT and contribute to the region's development. Our RMT works hard to fulfill Region #4's mission, which is:

“To provide resources and opportunities for women to achieve musical excellence through quality education, personal development, and performance.”

The “Career Path” to Becoming a Region #4 RMT Member

The path that follows suggests the kinds of steps you might take over time to gain the experience and exposure necessary to serve on the RMT. With the appropriate guidance, training, and commitment, any interested member in our region can become a qualified candidate for the Team. This path is simply a guide and doesn't have to be followed precisely. However, it will lead you through increasing levels of organizational knowledge, challenge, and responsibility. Moreover, it will help you get to know leaders on the regional and international levels and give these leaders the opportunity to get to know you.

Start by being a member who is actively involved in your chapter and region.

- serve on chapter committees
- attend regional meetings, workshops, and events; take advantage of all regional

educational opportunities

- help out when regional volunteers are requested
- consider serving as the Regional Liaison for your chapter

then, Become a leader in your chapter

- take charge and chair committees
 - assume a leadership role on your Music or Visual Team
 - serve on your Board of Directors or Management Team. This experience is invaluable preparation for regional leadership as it provides a broader perspective of the organization outside your chorus.
- *Although many RMT members served as their chapters' President or Team Manager, this is not a prerequisite for the RMT.

next, Serve on a regional committee

- The Regional Convention Staff (RCS) is an ideal place to start on the regional level. The RCS oversees the convention and includes a wide range of jobs.
- RMT Coordinators have their own committees to help support their areas. If you have a special interest or expertise that aligns with a particular Coordinator, let her know.
- Fill out a Skills Assessment Survey to let the RMT know of your skills, background and interest.

then, Chair a regional committee

- Combine your experience in chapter leadership and regional committee work to chair a regional committee
- To enhance your likelihood of success, pick a job that's a good match in terms of skills and time required. Start small and grow into committees of increasing scope and responsibility.

The Associate Position

- Each year, the RMT invites people who have been identified as potential future Team members to serve as Associates. This position gives members an opportunity to get a close-up view of the RMT and vice-versa.
- The Associates serve on Coordinator committees.
- The Associates participate in RMT meetings and discussions, but have no decision-making power.
- Let a RMT member know if you would like to be considered for this position.

finally, Apply for an RMT Position

- If you continue to be interested in the RMT, it is time to complete and submit an application!
- If you are not selected this time, the Nominating Committee will let you know how to increase your skills and experience for the future – and may even ask you to serve in another regional capacity.

Skills & Traits of a Strong RMT Candidate

- Knowledgeable about Region #4, the chapters, and the international organization; participates in regional and international education and events; ability to tap resources
- Has demonstrated success in chapter leadership and commitment to the well-being of the organization
- An effective communicator – active listener, willing to consider all points of view, express her opinion, and give and receive constructive feedback; solid written communication skills
- Impartial and objective; makes decisions that benefit the constituency she represents without regard for personal gain

- Takes initiative and ownership of her project areas; accomplishes goals and delivers high-quality results on time; reliable
- Can delegate work effectively; can find the right person to do the job, set expectations, follow up, and give credit where due
- A critical and analytical thinker
- A creative problem solver
- Strong interpersonal skills; can relate to a variety of personality types; able to motivate and coach others; can provide counseling and mediation; handles controversy and conflict effectively
- Team player; positive and cooperative attitude; shares information; supports and trusts team mates
- Honest and trustworthy; can handle issues with appropriate discretion and confidentiality

The Coordinator Positions

The RMT is comprised of eight Coordinators who are selected for the positions via appointment or election. Coordinators serve two-year terms with no Team member serving no more than three consecutive terms. Coordinator positions are: Communications, Director, Education, Events, Finance, Marketing, Membership, and Team.

Benefits to Serving on the RMT

The biggest benefits to serving on the RMT are intrinsic rewards. RMT members find it fulfilling to be part of a team who achieves goals and innovates change. They take pride in the services they perform and get great satisfaction in making a difference and “giving something back” to Sweet Adelines International.

In return, the RMT experience offers Team members ample opportunity for personal growth and accomplishment. Also, it enables them to meet many more people throughout the region and international organization, which brings the joy of numerous new and everlasting friendships.

There are additional advantages to serving on the RMT beyond being recognized and appreciated as a regional leader. Regional funds are used to send the Team to the International Convention/Competition. Often, registration fees, lodging, per diem, and travel expenses for regional activities are provided or subsidized. Also, RMT members enjoy VIP seating at regional events and shows.

Coordinators are not expected to do all the work in their areas. In fact, their roles include organizing and overseeing support committees to help implement the programs. Although each individual coordinator is empowered to manage her sphere of responsibility, collectively, the coordinators truly operate as a team. They all have equal rights, influence, and responsibility to the team.

RMT decisions are made through consensus instead of vote/majority rules. Consensus is not unanimity; it is concurrence that all members will support the group's decision for the common good.

We Want You

We hope this document has answered your questions about the Regional Management Team. If you would like to find out more about a RMT position, please contact Communications Coordinator, Wendy Gillette, at wendyccc13@hotmail.com. We are genuinely interested in hearing from you!