

Enlisting Speech Contest Leaders

David Gosnell – June 27, 2020

Leader requirements

- Contest Chair, Contest Master, Chief Judge
 - Demonstrated leadership experience
 - Excellent communication skills
 - Energetic, enthusiastic and positive
 - Committed to success
- Functionaries (Judges, Tiebreaking Judge, Timers, Ballot Counters, etc.)
 - Excellent communication skills
 - Objective and fair-minded
 - Able to maintain confidentiality
 - Willing to train for the role
 - Committed to fulfilling the role
- Contestants
 - Desire to learn
 - Motivated to make best effort
 - Committed to participating

Enlistment Steps

- Create a prioritized list of qualities, experience, and skills (see “Leader requirements”)
- Create a prioritized list of known members who fit the requirements list
- Work with one person at a time
 - Contact the first person on your list
 - Tell them briefly why you picked them
 - Ask for 10 minutes to explain the position and answer questions
 - In the 10-minute meeting
 - Thank them for considering the position
 - Explain the responsibilities of the position in some detail
 - Describe your expectations up front to avoid surprises
 - Describe the support you will provide
 - Discuss any questions they have
 - Ask them to contact you within 3 days to give their answer
 - If yes, talk about next steps; if no, thank them and go to the next name
- Maintain regular contact throughout the contest period