



SOUTHERN KARNATAKA & KERALA

# District Leadership Committee 2024-2025

# Report

**ARJUN S RAJ, DTM**

*Chair,  
District Leadership Committee  
Submission date: Mar 25, 2025*

[www.d121toastmasters.org](http://www.d121toastmasters.org)



## DISTRICT LEADERSHIP COMMITTEE 2024-2025 REPORT

### District Leadership Committee (DLC)

- The District Leadership Committee (DLC) is responsible for identifying qualified candidates as defined in Article VII, Section (d), of the District Administrative Bylaws.

### DLC Composition

- The District Director appoints the DLC Chair.
- The DLC Chair appoints the committee members, ensuring equal representation from each Division. Each Division Director was requested to nominate three (03) members of their choice, meeting the eligibility criteria per Protocol 9.0: District Campaigns and Elections Article (c), Sub-section II.
- Below are the ten (10) members appointed by the DLC Chair and approved by the District Director to serve in the DLC for the 2024-2025 program year:

Division	Member
A	Supradeep T
B	Sapna Lalwani, DTM
C	Madhavaraju Agaram Munuswamy, DTM
D	Prasoon Therambath
E	Balaram Sahu, DTM
F	Chandra Kumar Ballal, DTM
G	George Jacob, DTM
H	Sajitha Sebastian Kootumkal, DTM
I	Namitha Parthasarathi, DTM
J	Srikumar Pai, DTM



### Validity of the DLC report

As per Protocol 9.0: District Campaigns and Elections, the validity of the DLC report is based on three (03) aspects namely, DLC requirement, process and schedule.

The above requirements are fully complied and the DLC report submitted is valid.

### Schedule

Date	Action
No later than November 01	District Director appoints District Leadership Committee (DLC) Chair.
No later than December 01	DLC members are recommended by the DLC Chair and approved by the District Director.
No later than January 15	Call for candidate declarations.
Six (06) weeks prior to election date	DLC notifies District Director of nominated candidates

District 121 complied with the below schedule as below,

Date	Action
September 22, 2024	District Director appointed District Leadership Committee (DLC) Chair.
October 22, 2024	DLC members were appointed by the DLC Chair and approved by the District Director
January 06, 2025	Call for candidate declarations.
March 25, 2025	DLC notified the District Director of nominated candidates



## Nominations

On January 06, 2025, District 121 invited dedicated members willing to serve District 121 as a leader in the program year 2025-2026 for the following positions:

- District Director
- Program Quality Director
- Club Growth Director
- Division Director (Nine (09) positions for Divisions A through I)

Nomination Deadline: January 31, 2025 2359 hrs IST

A total of twenty (20) nominations were received for the twelve (12) positions mentioned above. Following a thorough review, the DLC has validated the qualifications of each nominee, affirming their suitability for the positions applied.

## Candidate Assessment and Selection

- The selection process was finalized between December 2024 and January 2025. The DLC formed four panels, each comprising two (02) to three (03) members, to thoroughly assess candidate applications and conduct subsequent interviews.
- The selection process included,
  - All candidate applications were assessed and the candidates were interviewed by at least five (05) members jointly or individually.
  - For each office, a set of standardized interview questions was utilized to uphold parity and fairness during the interview process.
  - Three (03) interviews for each candidate applying for the District Director, Program Quality Director, and Club Growth Director positions. Candidates for the same position were interviewed by the same interviewers.
  - Two (02) interviews for each candidate applying for Division Director positions (A through I). Candidates for the same Division Director position (e.g., Division A, Division B, etc.) were interviewed by the same interviewers.



- The evaluation of each candidate focused on the specific competencies outlined by the Toastmasters International Board as essential for the position applied.
- The interview format was designed to facilitate equal opportunity for DLC members to pose questions and request clarifications as required.
- The DLC members conducted thorough competency assessments and provided detailed feedback for each candidate.
- The DLC members submitted their votes in written form. The DLC Chair served as a non-voting member of the committee. These votes were tallied by the DLC Chair and at least two (2) other committee members.
- The DLC Chair announced the nomination results to the committee.

### **Nomination results**

- Protocol 9.0: District Campaigns and Elections, mandates that the committee nominate,
  - A minimum of one (01) candidate for the office of District Director
  - A minimum of one (01) candidate for the office of Program Quality Director;
  - A minimum of two (02) candidates for the office of Club Growth Director; and
  - A minimum of one (01) candidate each for each office of Division Director (A through I).
- Of the Twenty (20) candidates who expressed their willingness to serve District 121 in the 2025-2026 program year, the DLC is recommending fourteen (14) candidates for the respective positions.
- Each of the twenty (20) candidates received tailored feedback from the DLC Chair to support their individual leadership development journeys.



- The list of nominated candidates, as recommended by the DLC, is below:

<b>Position</b>	<b>Name of the nominated candidate</b> <i>(organized in the alphabetical order of the candidate's last name)</i>
District Director	Menon, Gokul P.
Program Quality Director	<ul style="list-style-type: none"><li>• Azeez, Safeer</li><li>• Kumar, Nitasha</li></ul>
Club Growth Director	<ul style="list-style-type: none"><li>• R, Pandiarajan</li><li>• Rodricks, Daryl</li></ul>
Division Director (Division A)	Shetty, Pradeep
Division Director (Division B)	Bachu, Ramya
Division Director (Division C)	K., Sai Snehal Reddy
Division Director (Division D)	No nomination*
Division Director (Division E)	Bharath Kumar, Gajalakshmi
Division Director (Division F)	Rao, Meera A
Division Director (Division G)	<ul style="list-style-type: none"><li>• Nair, Jibu Mohan</li><li>• Sreedevi, Rajeswary</li></ul>
Division Director (Division H)	RV, Renjith
Division Director (Division I)	A K, Udhayakumar

\* for the position of Division Director (Division D), the DLC report is incomplete.

- The DLC Chair has notified candidates who were not nominated and advised them of their eligibility to seek office as floor candidates.



## Recommendations

Subsequent to a comprehensive review of the qualified candidates for all elective District offices, the DLC has formulated the following recommendations for the District 121 leadership:

- Improvement in understanding and knowledge of District goals and critical success factors, including the District Recognition Program, goal orientation and Toastmasters governing documents (protocols and policies).
- Leadership development programs for grooming future leaders.
- Guidance for generating New Club leads and workshops on New Club charter process.
- Training sessions for developing skills such as strategic thinking, decision making, delegation, etc.

## Conclusion

The District Leadership Committee (DLC) completed its responsibilities and provided recommendations for the benefit of District 121. The nomination results were finalized with meticulous adherence to all Toastmasters International Protocols and Policies.

The DLC Chair and the members feel privileged to contribute toward the success of District 121 during the 2025-2026 program year.

