

## **THE MDRT VOLUNTEER EXPERIENCE**

### **How Does the Volunteer System Work?**

The Million Dollar Round Table (MDRT) volunteer experience is rewarding and fun for those who choose to get involved. MDRT's volunteer structure, which allows members to hone their leadership skills as they share the future of the Round Table, consists of several tiers (see organizational chart): committee and task force members, committee and task force Chairs, Divisional Vice Presidents (DVPs) and the Executive Committee.

MDRT is fortunate to have a deep, talented pool of volunteers. In fact, sometimes there are more volunteers than there are volunteer positions. MDRT's leadership makes every effort to include as many volunteers as possible and involve those who have not previously volunteered.

The volunteer experience begins for most members either through the Membership Communications Committee (MCC) or at the MDRT Annual Meeting as a member of one of the 10 task forces that make up the Annual Meeting Program General Arrangements Committee.

The MCC works at the local level monitor industry activities and involvement worldwide. The MCC is a communication link between MDRT leadership and the membership at large; they convey MDRT information to members and potential members through associations, companies and press; provide support to other MDRT committees; and actively promote MDRT to current and potential members.

The army of PGA volunteers, which numbers around 700, assists with the MDRT Annual Meeting's logistics. Their responsibilities include directing foot traffic, serving as speaker liaisons, selling products in the Power Center Store and greeting first-time attendees. In short, without these volunteers, the MDRT Annual Meeting simply could not happen.

### **Standing Committees and Task Forces**

The cream of PGA and MCC tends to rise to the top. Individuals who perform well may be asked to serve on an MDRT standing committee or task force. Each year, MDRT appoints about 20 committees and task forces charged with addressing specific issues of importance. To be asked to serve in this capacity is an honor reserved for those who have excelled in their previous volunteer positions. Committee and task force members who perform at a high level may be asked to serve as the Chair of a committee or task force.

In addition to having served on PGA or MCC, an individual should have attended a minimum of two of the last six MDRT Annual Meeting and be a current Qualifying or Qualifying and Life member.

### **Management Council**

Chairs who excel (usually with more than one committee or task force) may be considered to serve as one of eight DVPs. Most DVPs are responsible for an entire division of committees and task forces — usually three or four — and are members of Management Council which, along

with the Executive Committee, constitute MDRT's governing body. DVPs attend all of their division's committee and task force meetings.

### **Executive Committee**

After many years of service and high performance, a small number of volunteers become eligible to serve on the Executive Committee. The Executive Committee consists of the President, Immediate Past President, First Vice President, Second Vice President and Secretary. Each year, a new member, the Nominee, is added to the Executive Committee, replacing the outgoing Immediate Past President. The Nominee is selected by the Nominating Committee, which consists of the current MDRT President and Immediate Past President, four "at large" veteran members and is Chaired by the previous year's Immediate Past President. The Nominee is formally elected to the Executive Committee during the Annual Meeting.

### **How are Volunteers Selected?**

MDRT's Leadership Development Committee is charged with recommending to the Executive Committee members to serve as committee and task force members and chairs, as well as DVPs. Inherent in the committee's charge is to identify new volunteers and to ensure diversity among the volunteer positions that is representative of the membership.

### **How are Volunteers Evaluated?**

MDRT volunteers cannot rest on their laurels. They must perform each year to continue to be eligible to serve. Each volunteer is evaluated annually by his or her superior. To ensure that this process is fair, all evaluations are endorsed by the evaluator's direct superior. Each evaluation score is stored in a database. As volunteers accumulate points based on their evaluations and positions held, they become eligible to serve at the next level of the volunteer structure. Such a system ensures that only the best candidates are considered for leadership positions.

### **How Does MDRT Recognize the Work of Volunteers?**

MDRT has a strict reporting procedure that ensures that the work of each committee and task force is recognized by Management Council and/or Executive Committee during regular meetings. Most MDRT committees and task forces meet once a year in the fall, at which time the members make recommendations. Each committee and task force Chair must submit a report itemizing the recommendations and summarizing the status of other assignments. The Chairs' reports are compiled into the respective DVP's report and presented to Management Council and/or the Executive Committee for thorough discussion and action. Staff liaisons work with the committee and task force members to complete the committee assignments and approved recommendations.