

COTMA Conference 2006

Discussions following presentation of Bob Pearce & Richard Gilbert's Paper

Attracting Members to the Management Team

Museums are at the crossroads – aging membership, succession planning and time available.

Learning curve for Management Team Members – how do you learn the job? Who teaches?

Need for:

- Encouragement
- Eligibility
- Independence.

Should there be applied democracy – eg two years, rotation policy?

Geoffrey Claydon – *Tramway Museum Society UK* – noted that the Minute Secretary position provided training and that each Board members were allocated a specific responsibility, including personnel management. Volunteer burnout is a problem due to the administrative burdens.

Garry Wood – *Ballarat Tramway Museum* – spoke about the problem having the same list of names standing for the same positions – can have a negative effect, become position occupiers. The need for role rotation.

David Critchley – *Sydney Tramway Museum* – younger people have the “burdens” of family as well, communication issues within the organisation and the need for sharing of responsibilities.

Peter McCallum - *Sydney Tramway Museum* – should we look at shorter board terms, share roles?

Rod Atkins – *Tramway Museum Society of Victoria* – spoke of the need to look at different models of organisational management, not just the common one.

Colin Seymour - *Australian Electric Traction Museum* – noted the problem of often a lack of interest or talent available. Need to look outward, use of the baby boomers as volunteers.

Richard Gilbert - *Ballarat Tramway Museum* – sources of these people could be “Men’s Sheds” – people often with technical ability.