



HANDING ON THE BATON

Succession Planning

THE URMSTON MASONIC HALL STORY

Succession Planning – done well
Bill Shankly and Bob Paisley

Bob Paisley

1974 - 1983

3 league titles
3 charity shields
2 UEFA Cups,
1 FA Cup



Bill Shankly

Retired 1974

6 league titles
6 charity shields
3 League Cups
3 European Cups
1 UEFA Cups
1 Super Cup

Succession Planning – done well Bob Paisley and Joe Fagan

Bob Paisley 1974 - 1983

6 league titles
6 charity shields
3 League Cups
3 European Cups
1 UEFA Cups
1 Super Cup



Joe Fagan 1983 - 1985

1 league titles
1 League Cup
1 FA Cup

Succession Planning – done badly

Manchester United

Sir Matt Busby

Retired 1971

5 1st Division titles

5 charity shields

2 FA Cup

1 European Cups



Manchester United Managers

1971 - 1986

Ron Atkinson 1 FA, 2 League Cups

Dave Sexton

Tommy Docherty 1 FA Cup

Frank O'Farrell

Succession Planning – done badly Manchester United

Sir Alex Ferguson

Retired 2013



- 13 Prem League Cups
- 5 FA Cups
- 4 League Cups
- 10 Charity Shields
- 2 UEFA Cups
- 1 European Cup Winners' Cup
- 1 European Super Cup
- 1 Intercontinental Cup
- 1 FIFA Club World Cup

Manchester United Managers

2013 – Present

- Erik ten Hag **1 Caraboa Cup**
- Ralf Rangnick
- Michael Carrick
- Ole Gunnar Solskjær
- José Mourinho **1 Europa title,**
1 Charity Shield,
1 league Cup
- Louis van Gaal
- Ryan Giggs
- David Moyes – **1 Charity Shield**

Succession Planning – done badly

The South Manchester Freemasons' Hall (SMFH)



Succession Planning – done badly

The South Manchester Freemasons' Hall (SMFH)



The Urmston Masonic Hall Story



The Venue



The 1881 Building

The Urmston Masonic Hall Story

Governance and Management Issues

- ▶ “Them and us” situation
- ▶ Issues with shares allocation
- ▶ Power dynamics – board vs management team
- ▶ Poor quality of service
- ▶ Lack of quality information / No transparency
- ▶ High attrition rate - membership and lodges
- ▶ Lack of board representation

The Urmston Masonic Hall Story

Board Dynamics 2019 - 2022

- ▶ Board meetings 2019 - 2022
- ▶ Halls Support Team suggestions
- ▶ Covid lockdown
- ▶ 2 year plan of action – proposed and agreed
- ▶ Management Team Resignation

The Urmston Masonic Hall Story

New Management Team - October 2022



- ▶ Some Lodges at the point of moving
- ▶ Most expensive hall in the Province
- ▶ No central registry of contracts
- ▶ No compliance register
- ▶ Major maintenance issues
- ▶ No access to bank accounts
- ▶ No electricity & gas contract
- ▶ Mostly cash transaction



The Urmston Masonic Hall Story

1 Year On

- ▶ All major maintenance issues resolved
- ▶ All staffing issues resolved
- ▶ All compliance issued resolved
- ▶ Business / trade ramped up
- ▶ Accruals accounting implemented
- ▶ Large losses in 2022/23, the first year of operation
- ▶ Back in profit now – 2023/24
- ▶ 30% reduction in lodge dues for 2023/24 year
- ▶ High level of Lodges and membership Co-operation

The Urmston Masonic Hall Story

The Future

- ▶ 5 year plan developed
- ▶ Capacity building – new membership Strategy in place
- ▶ Communication, Communication, Communication
- ▶ Articles of Association – under review
- ▶ Business Model - under review

Succession Planning

The Ancient Roman Way



Roman Emperors	Year of Reign	
Tiberius	14 BC – 37 BC	Assassinated
Caligula	37 BC – 41 BC	Assassinated
Claudius	41 BC – 54 BC	Poisoned
Nero	54 BC – 68 BC	Suicide
Galba	68 BC – 69 BC	Assassinated
Otho	69 BC	Suicide
Vitellius	69BC	Executed