



District Leader

Biographical Information

Candidate's Name: **Seema Sunil V V**

Candidate's Office: **Program Quality Director** District Number: **D 227**

Toastmasters member since: **November 01, 2018**

Education:

Executive Development Program in Digital HR Leadership & People Analytics- XLRI- Pursuing 2025-26
Strategic Human Resource Management, IIM Kozhikode – 2023
MBA, Human Resource Management, IGNOU – 2012
B Tech, Electronics & Telecommunications, Govt. College of Engineering Kannur – 2001

Toastmasters offices held and terms of service:

Position	Start Date	End Date
Logistics Manager	Jul. 01, 2025	Jun. 30, 2026
Division Director	Jul. 01, 2024	Jun. 30, 2025
Club Treasurer	Dec. 01, 2024	Dec. 31, 2024
Area Director	Jul. 01, 2023	Jun. 30, 2024
Club President	Jan. 01, 2022	Jun. 30, 2022
Club VP Education	Jul. 01, 2021	Dec. 31, 2021
Club Treasurer	Jul. 01, 2019	Dec. 31, 2019

Toastmasters honors and recognition:

Growth Pioneer Award (2023-24),
Leader Award (2023-24),
Triple Crown Award,
Pathbreaker Award
Master Mentor Award
Certified Keynote Speaker

Relevant work experience and how it relates to Toastmasters and your role as a District leader:

I currently serve as Head of HR in a startup, where I work closely with leadership teams on training, leadership development, conflict resolution, and building high-performance teams. This role has strengthened my skills in coaching, stakeholder management, quality assurance, and delivering outcomes in fast-paced environments—capabilities that align closely with the Program Quality Director role.

I am pursuing an Executive Development Program in Digital HR Leadership & People Analytics from XLRI (2025–26), which enhances my ability to use data-driven insights to evaluate training effectiveness and improve learning outcomes.

Within Toastmasters, I serve as the District Logistics Manager (Top 9 role), working closely with the District Director, PQD, and CGD. This has given me strong exposure to District-level planning, budgeting, procurement, and governance, along with a clear understanding of how program quality initiatives are executed at scale.

Together, my professional leadership experience and District-level exposure position me well to support educational excellence, leader development, and a consistently high-quality member experience across the District.

What experience do you have in strategic planning?

I have hands-on experience in strategic planning focused on program quality, leader capability, and execution. As a Division Director, I developed and implemented a Division Success Plan that emphasized educational quality and club performance through structured resource allocation, deadline tracking, and collaboration. This included deploying club coaches, forming buddy clubs, and creating a pool of mentors and presenters to support clubs needing focused intervention.

Additionally, my current role as District Logistics Manager (Top 9) gives me District-level exposure to the District Success Plan, budgeting, and execution in collaboration with the DD, PQD, and CGD. Together, these experiences enable me to contribute to PQD strategic planning with a structured, data-informed, and execution-focused approach.

Professionally, as Head of HR, I lead strategic initiatives such as leadership development, performance management systems, and ISO compliance frameworks, all of which require long-term planning, clear milestones, and continuous quality improvement.

What experience do you have in the area of finance?

I have practical experience in finance through both my professional role and Toastmasters leadership. As Head of HR in a startup, I am involved in budgeting, cost planning, vendor management, and tracking people-related expenses, ensuring optimal use of limited resources while maintaining quality outcomes. Working in a startup environment has strengthened my financial discipline, prioritization, and accountability.

Within Toastmasters, my role as District Logistics Manager (Top 9) has given me direct exposure to District-level financial processes. I work closely with the District Director, Program Quality Director, Club Growth Director and DFM to support budget planning, procurement, vendor coordination, and cost optimization for trainings, speech contests, and District events. This role has helped me understand Toastmasters financial policies, approval processes, and the importance of aligning expenditures with District Success Plan goals.

Overall, my experience enables me to make responsible, data-informed financial decisions, balance quality with cost efficiency, and ensure that program quality initiatives are delivered within approved budgets.

What experience do you have in developing procedures?

I have extensive experience in developing, documenting, and implementing procedures through both my professional role and Toastmasters leadership. As Head of HR, I have designed and standardized HR and governance processes, performance management systems, and grievance-handling procedures to ensure clarity, consistency, and scalability. I have also served as a lead auditor and implementer for ISO/IEC 27001, where I developed and rolled out robust, auditable procedures and ensured organization-wide compliance—strengthening my focus on governance, documentation, and continuous improvement.

Within Toastmasters, my role as District Logistics Manager (Top 9) has enabled me to contribute to District-level operational procedures related to budgeting, procurement, and logistics for trainings, speech contests, and District events. Working closely with the DD, PQD, and CGD, I understand how clear, simple procedures enable leaders to execute effectively while maintaining quality and compliance.

These experiences equip me to create practical, sustainable procedures that support Program Quality initiatives, reduce ambiguity for leaders, and ensure consistent delivery of high-quality member experiences across the District.

What lessons did you learn from previous leadership positions?

My leadership journey across club, Area, Division, and District roles has shaped my understanding of how quality and leadership scale at each level. The most important lesson I have learned in Toastmasters is that leadership is about influence, not authority. Results come from trust, credibility, and collaboration—not positional power.

At the club level I learned that meeting quality, clear role ownership, and consistent communication directly influence member engagement and educational progress.

As an Area Director, I understood the importance of active listening and adaptability. Each club has unique challenges, and tailored support combined with regular follow-up builds trust and drives sustainable improvement.

As a Division Director, I learned the value of strategic planning, delegation, and empowering leaders with clarity and autonomy, while tracking progress against defined goals.

Currently, as District Logistics Manager (Top 9), I have gained insight into cross-functional collaboration, financial discipline, and process clarity—seeing how strategic intent translates into operational excellence.

Overall, these roles have reinforced that effective leadership is about influencing through example, enabling others, and building sustainable systems—principles that strongly guide how I would approach the Program Quality Director role.

Why do you want to serve as a District leader?

Toastmasters has played a significant role in my personal and professional growth, and I am motivated to give back by contributing to its success at the District level. I strongly believe in the program's transformative impact on individuals and communities, and I want to help extend that impact through strong leadership and quality systems.

The opportunity to serve in a newly formed District particularly inspires me. Being part of the founding leadership team allows us to set strong benchmarks, establish sustainable processes, and build a culture of excellence that future leaders can build upon. I see this as a chance to be a pioneer—helping shape how leaders are developed, how quality is measured, and how clubs are supported from the very beginning.

With over a decade of experience in HR, I bring a servant leadership mindset, strong people skills, and experience in guiding volunteer-driven teams through clear processes and supportive leadership. My progression through club, Area, Division, and District roles has given me a deep appreciation of the challenges leaders face and the importance of timely guidance, training, and collaboration.

Serving as a District leader allows me to combine my professional expertise with my Toastmasters experience to develop leaders, strengthen program quality, and ensure clubs consistently deliver value to their members.

In your opinion, what are the District mission's major objectives and how would you work to achieve them?

The District mission is to build new clubs and support all clubs in achieving excellence, while proactively ensuring that clubs are well acquainted with the activities, services, and assistance offered by the District and Toastmasters International. Achieving this requires strong leadership systems, clear communication, and a consistent focus on quality.

From a Program Quality perspective, I would work to achieve these objectives by strengthening training, education, and leader readiness across the District. This includes delivering effective club officer training, supporting Area and Division leaders with clear expectations and resources, and ensuring that educational programs and speech contests are conducted with quality and fairness.

I would also focus on consistent engagement and communication so that clubs clearly understand and access the support available to them—whether through District initiatives, Pathways resources, or leadership development opportunities. Regular progress reviews and feedback loops would help identify challenges early and enable timely, collaborative intervention.

By working closely with the District Director and Club Growth Director, I would help ensure that growth efforts are supported by strong education systems, enabling clubs to not only grow but sustain excellence. Through empowered leaders, clear processes, and continuous improvement, the District mission can be achieved in a sustainable and impactful manner.

Additional information about yourself:

Outside of my professional and Toastmasters leadership roles, I am deeply committed to personal discipline, resilience, and continuous growth. I am an endurance sports enthusiast, having completed multiple marathons and triathlon sprints, and I am currently preparing for a 4 km open-water swim. These pursuits have strengthened my perseverance, focus, and ability to stay committed to long-term goals—qualities I bring to leadership roles.

I am also a certified QCI Level 2 yoga teacher, which has enhanced my ability to remain grounded, empathetic, and balanced while working with diverse teams. Beyond Toastmasters, I currently serve as the President of the College of Engineering Alumni Association (Bangalore Chapter) and have previously contributed in social responsibility roles, giving me additional experience in leading volunteer-driven organizations.

My family shares a strong connection with Toastmasters, reinforcing shared values of communication, leadership, and service. Across all my roles—personal, professional, and volunteer—I am guided by integrity, honesty, and a commitment to meaningful contribution.