



# District Leader

## Biographical Information

Candidate's Name: **Lal Xavier**

Candidate's Office: **Division Director (E)** District Number: **230**

Toastmasters member since: **2007**

Education:

**B.Tech in Electronics and Communication Engineering, along with LL.B and LL.M degrees in Law.**

Toastmasters offices held and terms of service:

District 0082 Division Governor Jul. 01, 2013 Jun. 30, 2014  
District 0082 Area Governor Jul. 01, 2012 Jun. 30, 2013  
EKM Toastmasters Club President Jul. 01, 2014 Jun. 30, 2015  
EKM Toastmasters Club VP Education Jul. 01, 2011 Jun. 30, 2012  
Kochi Club Club VP Education Jul. 01, 2024 Jun. 30, 2025  
EKM Toastmasters Club VP Membership Jul. 01, 2010 Jun. 30, 2011  
Kochi Club Club VP PR Jul. 01, 2018 Jun. 30, 2019  
Kochi Club Club Treasurer Jul. 01, 2008 Jun. 30, 2009  
Kochi Club Club Sergeant at Arms Jul. 01, 2007 Jun. 30 2008

Toastmasters honors and recognition:

**Conference chair of District 92 Annual Conference.**  
**Division level Winner in International Speech and Table Topics Contest.**

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

I resigned from my position at Wipro in 1997 to embark on an entrepreneurial journey in the Information Technology sector. Since then, I have been successfully running and managing an IT business across Kerala with a dedicated and capable team, consistently striving to meet and exceed customer expectations. My professional experience, which includes working in a corporate environment and subsequently leading and motivating teams, has equipped me with strong leadership, communication, and organizational skills. These competencies will be a significant advantage in effectively performing the role of Division Director. In addition, my experience in holding various office-bearer positions in Toastmasters has further strengthened my ability to understand challenges, assess situations objectively, and implement appropriate and timely solutions.

What experience do you have in strategic planning?

From a strategic planning perspective, my professional journey reflects a consistent focus on vision, growth, and results-oriented leadership. Building and sustaining my IT business has required long-term planning, optimal resource utilization, strong market understanding, and the ability to adapt to evolving customer needs and technological changes. Through our partnerships with global IT companies, we are entrusted with challenging targets, and there is always a well-defined strategy and execution plan in place to successfully achieve them. Managing operations across multiple locations with a capable team has strengthened my ability to set clear goals, align team efforts with organizational objectives, and ensure consistent delivery of quality services. My corporate experience, combined with years of entrepreneurial leadership, has enabled me to develop strong strategic thinking, effective decision-making, and performance-driven team management — all of which are essential for achieving sustainable outcomes and organizational excellence.

What experience do you have in the area of finance?

My expertise in financial management has been strengthened through years of successfully running and sustaining my business with a strong focus on financial discipline and accountability. Since its inception, the company has consistently remained financially sound and profitable, reflecting prudent financial planning, effective cost control, and responsible resource management. My academic background in law has further enhanced my financial capabilities by enabling me to ensure strict compliance with statutory and regulatory requirements. This legal knowledge has been instrumental in maintaining transparency, proper documentation, and adherence to financial and governance norms in all organizational activities. I also had the opportunity to effectively apply these financial management skills while organizing a Toastmasters annual conference at one of the leading five-star hotels in the city. Despite hosting the event at a premium venue, careful budgeting, sponsorship planning, and cost optimization enabled us to offer registration at a very affordable fee, resulting in record participation. This was achieved while maintaining high standards of quality and ensuring overall financial prudence and balance.

What experience do you have in developing procedures?

My experience in developing and implementing effective procedures has been shaped by the operational demands of a customer-support-driven business functioning in a highly competitive environment. A major portion of our work involves delivering customer support services while consistently meeting stringent Service Level Agreements (SLAs). This has required the creation of clear, efficient, and practical Standard Operating Procedures (SOPs) to ensure reliability, speed, and quality in service delivery. Operating with a lean organizational structure, our procedures and SOPs are carefully designed to reflect local conditions, operational challenges, and customer expectations. This approach has enabled us to maintain agility while ensuring consistency and accountability across all levels of operations. A constantly evolving strategy, supported by periodic review and refinement of procedures, has helped us remain at the forefront of service delivery. Many of the delivery models and operational practices developed by our team have been recognized for their effectiveness, adopted by our principals, and replicated in other states — demonstrating their scalability and relevance across diverse operational environments.

What lessons did you learn from previous leadership positions?

My leadership roles in Toastmasters have provided me with valuable insights into the relevance and importance of teamwork and effective conflict resolution within the Toastmasters framework. Working with diverse teams has strengthened my ability to foster collaboration, encourage open communication, and address differences constructively while keeping organizational goals in focus. I strongly believe that appreciation and recognition play a vital role in motivating members. Acknowledging individual and team contributions not only builds confidence but also encourages greater involvement and commitment toward achieving shared objectives. By fostering a positive and supportive environment, I strive to inspire members to actively participate and contribute to the collective success of the organization.

Why do you want to serve as a District leader?

My experience as an entrepreneur, combined with my long association with Toastmasters, has equipped me to contribute meaningfully to the District mission. Having managed my own business for many years, I bring with me practical leadership experience, strategic thinking, and the ability to work with diverse teams toward achieving defined goals. In earlier years, when the District was spread across two states, my ability to extend active involvement was limited due to logistical and time constraints. However, with the recent realignment of the District and a considerable portion now based in Kerala, I am confident that I will be able to participate more actively and contribute more effectively to the achievement of District objectives. This realignment provides an ideal platform, both from a logistics and time-management perspective, to engage closely with clubs, leaders, and members. I look forward to leveraging my professional experience and Toastmasters journey to support and advance the District mission in a focused and impactful manner. Toastmasters has been truly transformational for me, and I look forward to sharing this transformative experience with others and supporting their growth and leadership journey.

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

I believe that improving the quality of meetings is essential for retaining membership and ensuring that members continue to see value in the Toastmasters program. At the same time, establishing new clubs will enable more individuals to benefit from this transformative platform. I look forward to ably assisting Area Directors in achieving these goals across all Areas through coordinated planning, orientation, mentoring, and consistent support.

Additional information about yourself: