

SIMPLE STEPS FOR DEVELOPING LEADERS WITHIN THE LEAGUE

TAPPING INTO OUR LEADERSHIP POTENTIAL NOW!

WHY ARE YOU A LEAGUE LEADER?

- What are the unique opportunities being a League leader has given you personally?
- What impact has your leadership had on you? On your community?
- What's the "headline" that you might write about being a League leader?



Welcome to the League!

Want to be the President?

**No one can
live up to the
current
President.**

**Our board doesn't see
the need to include others.**

**We have 50 members,
but no one wants to be President. . .**

Have you ever heard?

What if you hear this instead?

I've had such opportunities to learn about leading through the League



I serve on this commission because I was involved in my League

The League has connected me with others in my community.

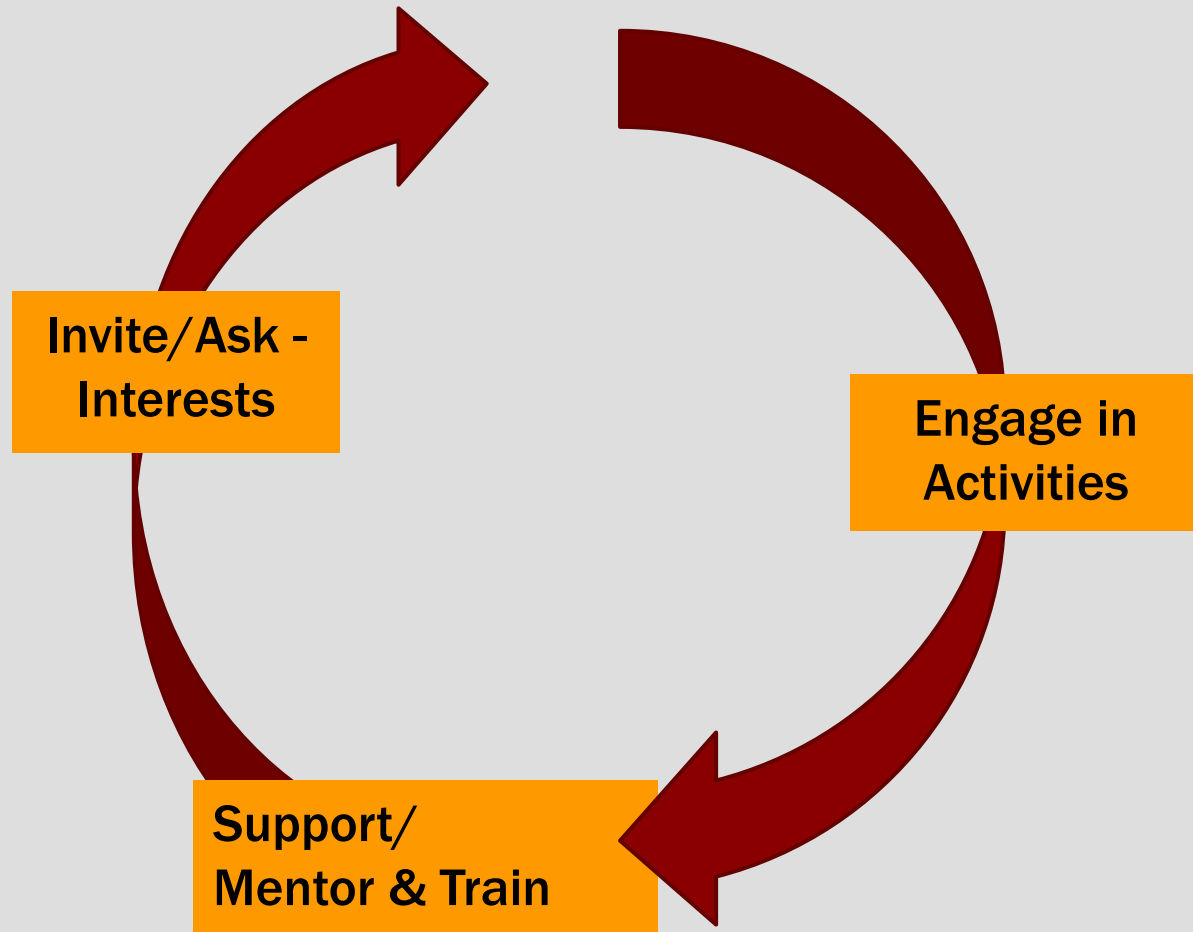
I will support you as you take on leadership roles

OPENING THE DOOR TO LEAGUE LEADERSHIP DEVELOPMENT

Let's actively develop leadership skills in our members so they are empowered to become leaders in the League (and their communities!)



BUILD A CYCLE OF LEADERSHIP DEVELOPMENT



WHAT MAKES IMPACTFUL LEADERS?

- Values and Vision
 - Positive Outlook
 - Imagination
 - Confidence
 - Trust in People
 - Motivates, inspires others
- Delegate
 - Listen
 - Sense of Humor
 - Courage
 - Passion at Injustice
 - MORE...



OUR GOAL

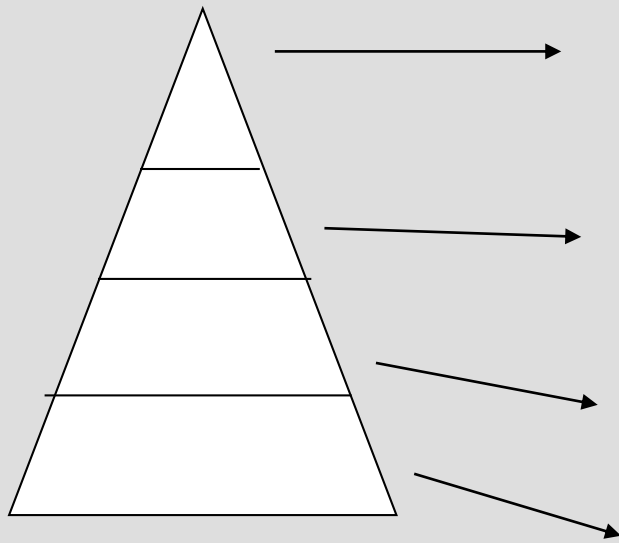
- All active members developing leadership skills
- *To the extent that they want to at this point in their volunteer life - to lead an activity!*
- Moving along a leadership path or a “Leadership Development Ladder”



NOT EVERYONE CAN COMMIT TO TRADITIONAL MEMBERSHIP/LEADERSHIP ROLES

- How do we create volunteer/leadership opportunities in ‘bite-sized’ pieces?
 - Make the experience more manageable.
- Ask for help on ONE specific project based on their interest.
 - While they get to know the League, get to know them
- Provide information about the League without overwhelming.
- Not every volunteer opportunity will end in traditional membership or leadership and THAT’S OK.
 - What could your League do with 2 or 5 or 10 new volunteers?

The Leadership Ladder



Leaders

New/Emerging Leaders

Active Members

**Online Activists/
Volunteers/Members**



FIVE STEPS TO MORE LEADERS

1. Assess leadership needs
2. Identify members who might be future leaders
3. Identify leaders who can guide or mentor future leaders
4. Identify activities that offer leadership opportunities
5. Train potential leaders



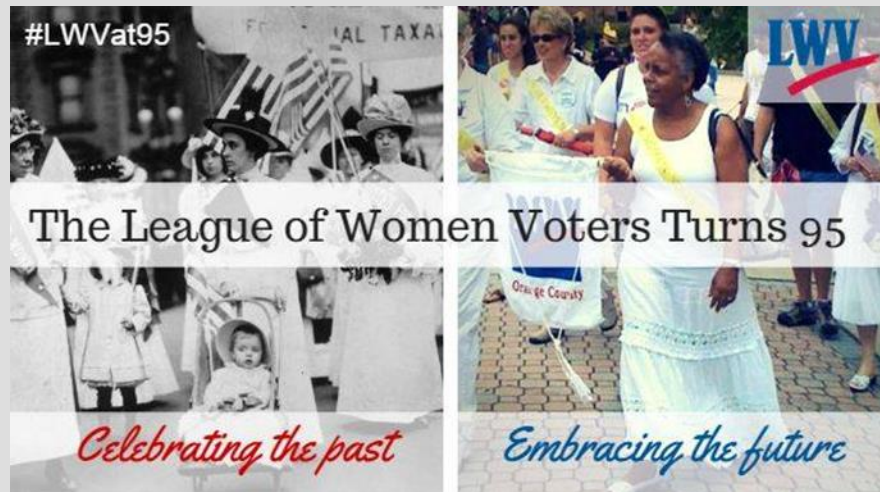
STEP ONE: ASSESS THE CURRENT STATE OF LEADERSHIP DEVELOPMENT IN YOUR LEAGUE

- Use the Leadership Ladder concepts (involve, learn and move people into a deeper experience) when thinking about activities
- Be intentional about connecting activities to the people who can assist/learn with experienced leaders



STEP TWO: DEVELOP A LIST OF MEMBERS TO DEVELOP AS LEADERS

- Identify and write up a list of members to develop
- Focus on a couple of potential leaders
- Don't assume you know everyone who wants to develop their skills – ask current and emerging leaders!



FIND OUT WHAT INTERESTS THEM

- Send an Interest survey - even a simple email with a few questions can start the ball rolling.
- Personally contact individuals on the list (phone or face to face) to determine their interests and time availability (This can be simple and fun- like over coffee!)



4 GENERATIONS... 4 CULTURES?

Mouse



4 GENERATIONS... COMMONALITIES!

- To Feel valued 85%
- Recognition and appreciation 74%
- A Supportive environment 73%
- A Capable workforce 72%
- To Be part of a team 68%



STEP THREE: *IDENTIFY LEADERS WHO CAN GUIDE OR MENTOR*

Identify interested, experienced leaders who are willing to be shadowed and guide or mentor others through/at the activities you've identified.



STEP FOUR: *IDENTIFY WHERE TO FOCUS YOUR LEADERSHIP DEVELOPMENT EFFORTS*

Identify What Activities You Can Use to Develop Leaders

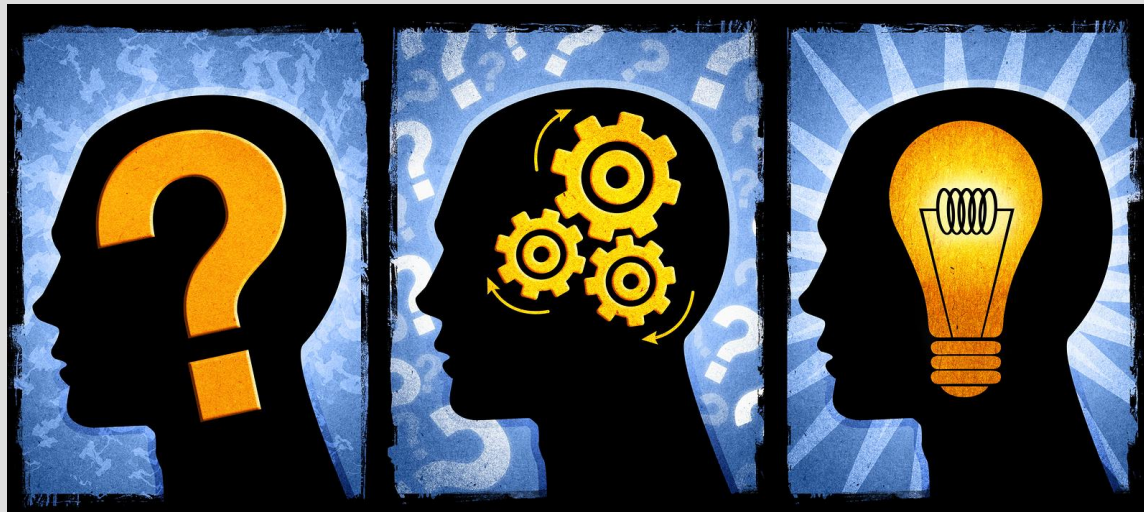
- **Start with easy, one time involvement**
- **Respect their time & interests**
- **Offer guilt free opportunities to help on other activities**
- **Build to other ongoing commitments - help them progress through the leadership ladder steps.**

EXAMPLES OF OPPORTUNITIES TO BUILD LEADERS THROUGH YOUR EVENTS AND ACTIVITIES

- Invite to attend the next event
- Participate in an Action Alert
- Serve as LWV ambassador - welcome community members to an event
- Serve on a issue committee
- Assign a mentor (from step 3 to welcome/engage them

STEP FIVE: *SPECIAL TRAININGS AND ACTIVITIES FOR LEADERS*

Keep leaders engaged and excited by giving them opportunities for learning new skill sets and expanding their own talents



TRAINING CAN BE SIMPLE!

- A current leader teaching a new leader how to do a League job
- Add training sessions to already-planned meetings
- Sessions/ webinars offered by LWVUS, state League or offered in the community!



BUILD A CYCLE OF LEADERSHIP DEVELOPMENT

Each event offers opportunities

Use Board retreats

Invite/Ask - Interests

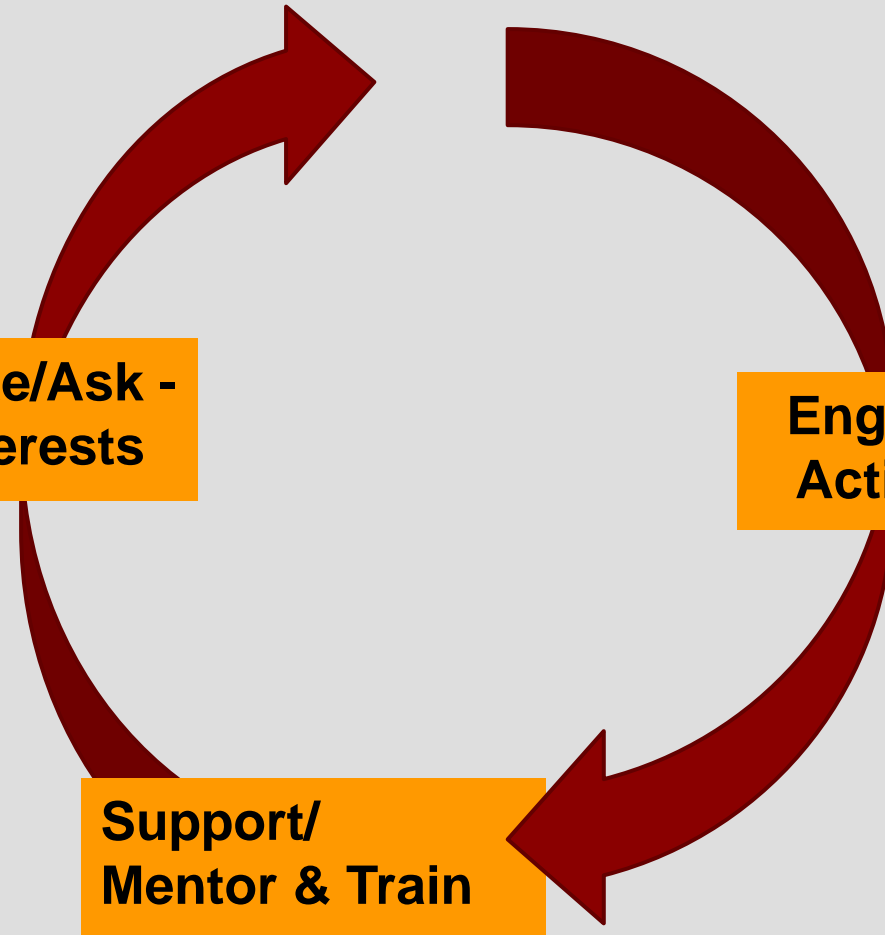
Engage in Activities

Always ask – who else do I know!

*What are **THEY** interested in?*

Guilt Free!

**Support/
Mentor & Train**



THE GROW ME MODEL

- Ties specific goals directly to the current reality to ensure success.
- Regularly check in to assure that progress is being made.
- Evaluate outcomes to help guide future goal setting.
- GROW ME stands for:
 - G** = Goals
 - R** = Reality Check
 - O** = Options
 - W** = Will

 - M** = Monitor
 - E** = Evaluate

GROW ME: G = GOAL

What do we want to accomplish?

- Be clear, be specific.

For example:

- *What specifically do you want to accomplish?*
- *By when do you want to have this done?*
- *What will be different as a result of working on this?*
- *How will you know when you've achieved it?*



LEADERSHIP GOAL

- Who will your League identify?
- What do you want to achieve?
- What will success look like?

Example: our leadership goal is to engage 3 of our current members (who have not served before) in key committee positions during this year and to work with the Nominating Committee to identify 3 new Board members for next year's Board.

GROW ME: R = REALITY CHECK

How are things now?

- Concrete facts about present situation
- Understanding our starting point

For Example:

- *What have you tried already?*
- *Who else is involved in this situation/goal?*
- *What is the situation right now?*



GROW ME: 0 = OPTIONS

What are the potential solutions?

- Think creatively

For example:

- *What are five potential solutions?*
- *If you had unlimited resources, what would you try?*
- *Who else can help?*
- *What have you seen others do that might work for you?*

GROW ME: W = WILL

How can we turn our preferred “option” into action steps?

- Concrete plans

For example:

- Which option do you want to pursue?
- What step could be taken this week? This month?
- What will you commit to doing?
- Who else will we enlist?



THE “M” AND THE “E”

Monitor progress

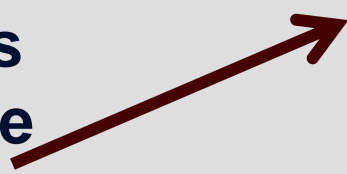
Evaluate

Sample questions:

- *What do you need to track to assess progress?*
- *Who is responsible for collecting/reporting data?*
- *What tool will facilitate your monitoring and evaluation practices?*
- *What is your “story of success”?*

How do we pull this all together?

Discuss what community issue you'd like to explore with this event, decide what type of event you'd like to present, create a title, and choose a date.



League of Women Voters		League
Community Issue: Water Safety		
Event: Hot Topics Luncheon		
Date: March 2011		
Before the event	Direct Outreach Ask for volunteers to be Membership Ambassadors. Membership committee will call members to ask for volunteers. Have all local League members invite a non-League friend to the event. Will mention this in newsletter and at the Board meeting.	A D S e B e c o c e
At the event	Membership Ambassadors will greet guests and let them know how to join	L a

1. EVERY EVENT/ACTIVITY IS AN OPPORTUNITY TO GROW NEW LEADERS.

What are the leadership development opportunities?

Community Issue: Water Safety
Event: Hot Topics Luncheon
Date: March 2011

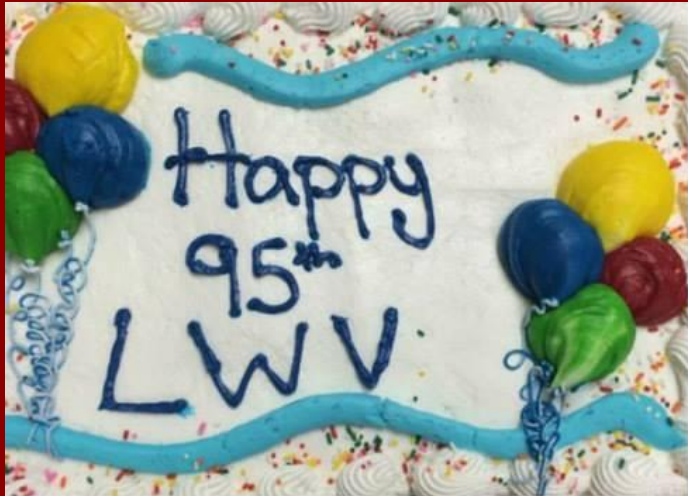
	Direct Outreach	Allied Outreach	Media Outreach	Leadership Development
Before the event	<p>Ask for volunteers to be Membership Ambassadors. Membership committee will call members to ask for volunteers.</p> <p>Have all local League members invite a non-League friend to the event. Will mention this in newsletter and at the Board meeting.</p>	<p>Discuss with Board how to reach out to Sierra Club and other local environmental groups.</p> <p>Board members who belong to environmental groups will ask groups to co-sponsor luncheon, speak at event, or come to watch the Hot Topics discussion.</p>	<p>Double check that you have an up-to-date media list that includes mainstream local media, local blogs, and minority publications.</p> <p>Send out a media advisory to all local media inviting them to attend. Call two key reporters to follow up.</p> <p>Send out a press release and advertisements inviting the community.</p>	<p>Ask emerging leaders to help out in some small way- such as bringing refreshments or timing responses.</p> <p>Ask emerging leaders to show or help out as a leader with a task – such as reaching out to allied partners or moderating the discussion.</p>
At the event	<p>Membership Ambassadors will greet guests and let them know how to join.</p> <p>Guests will be asked to sign a Sign-In Sheet at the door with contact information.</p> <p>League President will make an Ask with her personal story in her closing remarks.</p>	<p>League President publicly thanks co-sponsoring groups for their help in tackling this important issue and invites members of other groups to join the League.</p> <p>League podium sign made very visible, along with other groups' information. Have speakers use League cups and wear League pins.</p>	<p>If local media does attend, make sure the League President interviews with them- pointing out that League membership is open to all men and women and stressing the value of being a member.</p> <p>Take some photos to post online after the event.</p>	<p>Have mentors find their mentees and make an effort to show them how they are working the event. Teaching moments are all around!</p> <p>Watch those in attendance for possible new leaders! Are there individuals who are really engaged? Are there individuals offering to help?</p>
After the event	<p>Membership Committee will follow-up with potential new members on Sign-In Sheet with a personal phone call to ask them to join.</p> <p>Email addresses from Sign-In Sheet will be added to the Voter distribution list.</p>	<p>Evaluate, as a Board, how the partnerships went and if we'd like to pursue these again in the future.</p> <p>Send Thank You cards to all co-sponsoring groups with ideas for future events. Extend a personal invitation to</p>	<p>Follow up with local media, asking them if they need any more information and thanking them for coming to the event.</p> <p>Post photos from the event on your League's website and/or local blog.</p>	<p>Remember to thank the emerging leaders for their participation and ask them what they thought of taking on that role.</p> <p>Invite them to help with the next event!</p>

There are opportunities to let new leaders shine in every event.

LEADERSHIP IS A KEY PART OF THE MLD!

- To learn more about leadership development opportunities and the MLD program:
 - Be sure you are receiving the League Update every Thursday via email.
 - Join the “Membership” Forum Group at forum.lwv.org.
 - Email Shauneen Grout at sgROUT@lwv.org for additional information and resources.

QUESTIONS?



MAKING
DEMOCRACY WORK®