



BUILDING THE RELATIONSHIP: Developing Bold and Effective New Leaders in the “New Environment”

WANT TO BE PRESIDENT?

“Danger arises when you treat a second date as a shot from a starter pistol to signal that the race for romance is on. In reality, you’d be jumping the gun to take off running just yet. For one thing, after just one date, you are still just getting warmed up. Furthermore, if there is a “race” to run, it’s a marathon, not a sprint. Better not to burn out in the first mile.”



LEADERS

Think about a peak experience – when leadership and the environment offered synergy



WHY LEADERS MATTER

1. Lead Change
2. Set the tone
3. Influence the culture
4. Foster Impact



DEVELOPING LEADERS

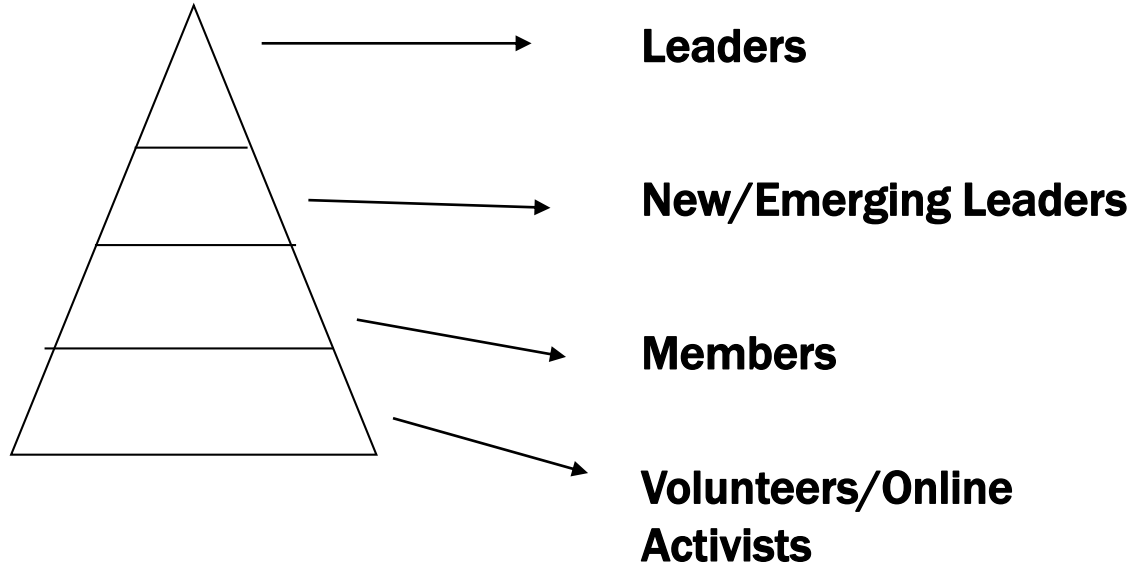
***Our Democracy needs civic organizations - “engines of activism”
that can propel people to higher levels of involvement*** – Hahrie Han

Lone Wolf – work individually, self sufficient, develop policy expertise, have impact directly with policy makers and don't put effort into engaging others

Mobilizing – outreach to biggest number of people to find those that will take action, “transactional” experience, can one time, can be online - (thin engagement)

Organizing – leaders focused on developing more leaders, “transformational” experience, continuing, deepening the capacity and commitment, (thick engagement)

Leadership Development as a Ladder



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*

How do you find your current leaders?

What succession planning is in place?

What are the leadership needs of your League?

Who else can assist?

What might change?

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 make assumptions!

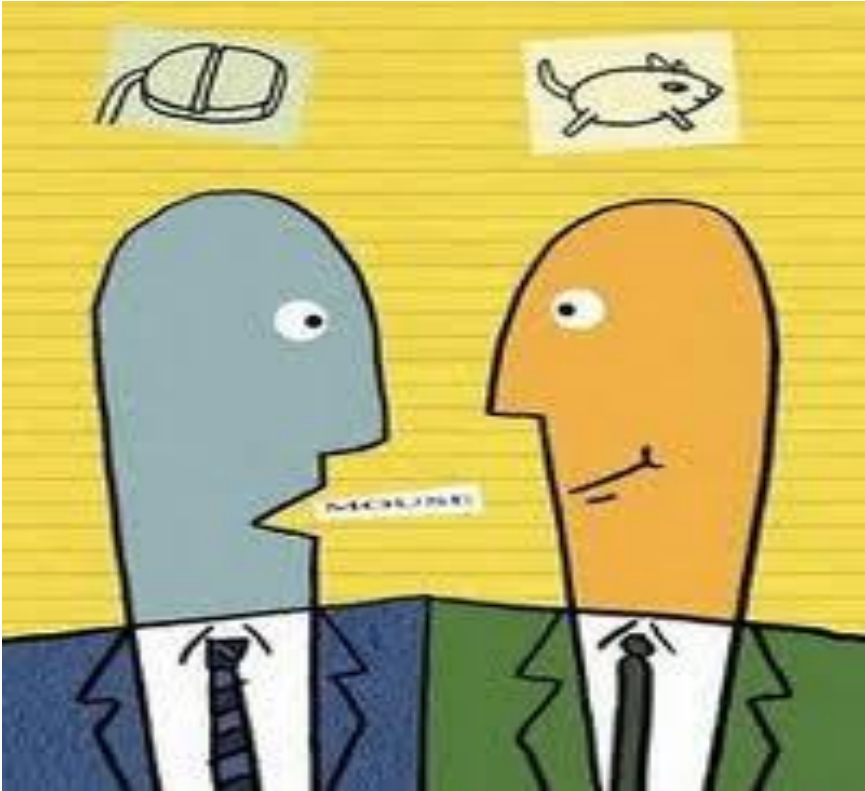
FIND OUT WHAT INTERESTS THEM

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!)

DIFFERENT GENERATIONS... DIFFERENT CULTURES?



Mouse

COMMONALITIES ACROSS GENERATIONS!

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 experienced leaders who are willing to be shadowed, 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.
- Help them progress through the leadership ladder steps.

EXAMPLES OF OPPORTUNITIES TO BUILD LEADERS THROUGH YOUR EVENTS AND ACTIVITIES

Serve as LWV ambassador to welcome community members to an event

Serve on a issue committee

Offer one-time volunteer activities, such as voter registration

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!



WORK TIME

What is your League's leadership development goal?

- What options can we employ around our event/program?
- Who else can you engage?
- How can you become an “organizing” leader and encourage others to do the same?
- What are small opportunities to engage new leaders?

QUESTIONS/DISCUSSION

