



LIVE Webinar

Cultivating New Leadership

Presented by:

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Getting the Most of the Webinar

- **Have a Question?** Click on the **hand icon** in the right tool bar and **wait to be called on** by the presenter.
- **Before speaking**, please **state your name** so we all know who is speaking.
- Enjoy and have fun!

Why are Leadership Succession Plans Important?

- **Cohesiveness**
- **Guidance**
- **Stability**
- **Continuity year to year**
- **Motivation to serve**
- **Unity in purpose**

Important Point...



Relationship between association leadership and members needs to **move** from “**I do things for you**” to “**we do things together.**”

How does your association stack up to this?

Getting Started

To be successful your association needs to be **STRATEGIC, INTENTIONAL AND CONSISTENT** in identifying, recruiting and training members to lead your organization.

Rotating Leadership

- **Healthy**
- **Greater member participation**
- **Greater willingness to serve**
- **Association sustainability**



Skills & Abilities Needed

- **What skills and abilities does the association leadership need to have?**
- **Assess at least 6 months prior to leadership elections.**
- **Write it down!**
- **Identify members with the skills & abilities.**
- **Recruit face to face – tell them why they are perfect for the position.**

Job Descriptions

- Base on association bylaws
- One page descriptions, including skills needed
- Description needs to be:
 - ❖ Brief
 - ❖ Realistic
 - ❖ Simple

Nominating Committee



- **Small** and **staffed** with **members** that are **respected**; past board members or officers may be good members.
- **Year round** to recruit and keep track of members interest in serving.
- Should **not be used** to **run** the **elections** or **count votes** since it is tasked to recruiting members to run for an elected position.


Easing into Leadership

- Serving as a **committee member and/or chairman.**
- **Clear** and **concise** committee **direction** and **outcomes.**
- **DELEGATE!**

Use Co-Chairs

- **Pair** an **experienced** chair **with** an **inexperienced co-chair** or **officer-elect**s.
- **Co-chair/officer-elect** assumes the **leadership** the **following year**.
- Stay in **compliance** with association **bylaws**.

Train potential leaders

- Creating skills and knowledge needed.
- **How?**
 - ✓ **Hands-on** experience in association.
 - ✓ Ilead training resources
 - 
 - ✓ Monthly **Community Connections** trainings.



Delegate!

- Give it **time**.
- Builds **stronger leaders**.
- More **sustainable** association.
- **Greater** member **involvement**.
- **How?**
 - ✓ Up front clear expectations and deadlines
 - ✓ Right people and resources in place
 - ✓ Focus on outcome, not process – let people do it their way!

Cheerleading



- Act **positive** about your position.
- **Promote** the **benefits** of your leadership position.
- **Mentor** members for your position.

Promote Leadership Benefits

- **Members must see value in serving in a leadership position with your association.**
- Enhanced and expanded **influence.**
- **Change** agent by **making** a **difference.**
- Opportunities for **personal** and **professional development.**

Recruit Constantly

- **Identify** and **train**.
- **Easing** into **leadership** opportunities.
- **Nominating Committee** - powerful tool.
- **Mentoring!**

The REAL WORLD!

Allie Loveland, President
College Park Neighborhood Association

What are your thoughts?

Group Dialogue

Comments, Thoughts, Questions?

The City is your Cheerleader!

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Resources

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- **Guide** – **Cultivating New Neighborhood Leadership** - Cityoforlando.net/ilead/guides
- **Video** – **Cultivating New Neighborhood Leadership** - cityoforlando.net/ilead/videos