

BUILDING SUCCESSFUL LEADERS

How to Recruit and Develop
Future Leaders

Who Needs Leaders Anyway?

- Local Chapters
- State Associations
- National Association





Begin at the Beginning

■ What is Leadership?

- *Leadership is doing the right thing – management is doing things right.*
- *A good leader has to know the difference.*



Five Basic Ingredients

- A Guiding Vision
- Passion
- Integrity
- Curiosity
- Daring





And.....

- Be Strategic Thinkers
- Have Credibility
- Be Skilled Communicators
- Have Clear Expectations



Volunteers

- All of our potential leaders are Volunteers
 - Get the Job Done
 - Foster Commitment
 - Develop Future Leaders





Questions Volunteers Ask

- What does the job include?
- Will the work help or hinder my career?
- How will I fit in with others?
- Is the job meaningful?
- What kind of recognition will I get?
- Will I get training?



Questions Volunteers Ask

- Will I grow from the experience?
- Will I get help from the staff?
- How efficiently will we operate?
- WHAT IS IN IT FOR ME?
- DO YOU HAVE THE ANSWERS?

Now That I Am a Leader

- How do I lead?





Competence

- Be prepared
- Be informed
- Advocate planning
- Build consensus
- Understand personal strengths and weaknesses
- Be open to new ideas
- Know roles and responsibilities



Character

- Be consistent
- Treat others equitably
- Show humility
- Be honest and open
- Practice diplomacy
- Fulfill all commitments
- Be sensitive to others' needs and opinions
- Earn others' trust



Communication

- Share your vision
- Emphasize the positive
- Listen Effectively
- State Expectations Clearly
- Summarize others' points of view
- Promote teamwork
- Speak with enthusiasm and conviction
- Provide frequent feedback



Commitment

- Subordinate personal agendas
- Be reliable and follow through
- Stand behind group decisions
- Nurture future leadership
- Set an example
- Demonstrate commitment through participation
- Support fellow leaders
- Show enthusiasm



Compensation

- Recognize involvement
- Promote Teamwork
- Identify member strengths and match appropriate skills
- Support volunteer efforts
- Share the credit for successes
- Challenge others to grow personally and professionally

After Recruitment

- What Is Next?
 - Basic Leader Orientation
 - Targeted Skill Development
 - Mentoring
 - Observation



And the Rest of the Story

- Leader Recruitment
- Training
- Provide Leadership and Follow Through





In Conclusion

- Five Steps to Helping our Volunteers be Good Leaders
 - Tell them what to do
 - Show them what to do
 - Let them try
 - Observe their performance, and then
 - Praise their progress, or redirect



The Importance of Leadership

- “Efficient management without effective leadership is “like straightening deck chairs on the Titanic.”





THANK YOU