

Leadership – Going Beyond the Barriers into the Future

Leadership Development Committee

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Agenda

(Includes Participation Throughout)

- Introduction
- Leadership Development
- Succession Planning
- Leadership Readiness
- Outcomes of Strategic Leadership Development Systems
- Overcoming Barriers to Accepting Leadership
- 2005-2007 Leadership Development Plans

Leadership Development - I

Definition

Strategic investment in, and utilization of, the human capital within an organization

[Http://en.wikipedia.org](http://en.wikipedia.org)

accessed May 29, 2005

Leadership Development - II

Process

- Organizational assessment/plan
 - (refer to strategic plan)
- Individual talent/skill assessment
- Individual development planning
- Succession planning
- Mentoring
- Coaching

Adapted from Bourey & Miller (2001)

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Succession Planning for Future Leaders I: Tips from the Business World

- Formal plan – identify needs
- President and board highly involved
- Focus on individuals with high-potential
- Open discussion with identified individuals

Adapted from Anonymous. (2004).
HR Focus. Vol 81(11), 1-4.

Succession Planning for Future Leaders II: Tips from the Business World

- Design specific assignments to prepare the individual for future roles – action learning
- Measure effectiveness along the way & hold people accountable – measurement may vary
- ‘Executive’ coaching/mentoring

Adapted from Anonymous. (2004).

HR Focus. Vol 81(11), 1-4.

Leadership Readiness

- Assessment
- Preparing for Office
- Implementing Roles and Responsibilities
- Exhibiting Leadership Skills

Resources

- **Assessment Tools**

- Leadership Self-Evaluation
- Rate Yourself as an Effective Team Leader
- Leadership Profile

- **Websites**

- www.npgoodpractice.org organization to assist not for profits
- www.wkkf.org W. K. Kellogg Foundation
- <http://www.greatorganizations.com/> Center for Organization Effectiveness
- <http://fdncenter.org/> The Foundation Center

Outcomes of Strategic Leadership Development Systems

- Retaining and developing high potential among membership
- Build capabilities for emerging organizational needs
- Create opportunities for all members
- Establish a professionally managed organization with leadership development systems in place to assure endurance and future success

*Adapted from Center for Organizational Effectiveness (2002).
Strategic Leadership Development - White paper*

Overcoming Barriers to Accepting Leadership Roles

- “No Time”
- Fear of Failure
- “It’s not my thing”
- Can’t do the job as well
- Others??

Leadership Development Plans: 2005-2007

- Mailings to Club Presidents
- Postings on the Website
- Compile materials to assist with Leadership Development workshops at District Conferences
- Assist with Strategic Planning workshops
- Other

Questions & Discussion