**DKG NY State**

**June 28, June 30 and July 2, 2018**

**Locations: Legacy, Baldwinsville and New City**

**“*LDS ON THE ROAD*”**

**LEADERSHIP CHALLENGE EXERCISE**

**SUMMARY OF Post-its**

*NOTE: The x with number indicates multiple responses that were the same.*

**SERIOUS DILEMMA:** Your Chapter is six months from the end of the current president’s 2nd term, and no one has expressed interest in serving…

**POST-IT SUMMARIES**: Responses: Three actions that could be taken to address/resolve this problem.

**Question 1: Increase at least two members’ interest in Chapter leadership**

* During your Presidency groom a new leader
* Talk to people individually, capitalizing on their strengths
* Prior experience in smaller leadership roles, chairs
* Begin by getting members active on committees and they may gain confidence to lead
* Pi State leadership training on the road
* Provide leadership training and encourage members to attend
* Personal contact; it’s doable x2
* Personal Ask, go to lunch/explain how they could do this.
* Take individuals to brunch meetings, and discuss the position(s)
* More mentoring, and mentoring program x9
* Mentor relationship, not Immediate Past President but someone who has been there before, and who has a good record x2
* Convince older member, past Officers to mentor new Officers, new members willing to step in knowing they’ll receive assistance
* Encourage newer members to attend a State or Area meeting
* Attend Area Council meetings and State level workshops x3
* Make the President’s job seem easy and delegate jobs so people realize it isn’t a one person job.
* Plan ahead; President should encourage and invite others to yearly DKG events to nurture leaders
* Convince others to come to Leadership Development Seminars x2
* Adopt a member to come to a Pi State meeting
* Have one-in-one meetings or meet for coffee, etc.
* Delegate from current President to others so they get a “sense” of role
* Have staff from Pi State do program on leadership, invite state officer to visit and speak at a Chapter meeting x2
* Previous Officers pair with and coach new Officers
* Have member shadow you at meetings
* Invite someone to job shadow one project in the Chapter
* Ask, what is keeping you from stepping up
* Acknowledge fears and point out how the chapter has addressed those fears
* Acknowledge concerns and fears, address with facts and information x3
* Draw rocks as in “Survivor”
* Without leadership, there can be no Chapter.
* Increase visibility to entice members to “want to be a part”
* Recognize the impact DKG can have on the community when it has strong leaders
* Offer the support a member needs to feel confident in the position
* Work with the member’s strengths x2
* Instruct on benefits of being President
* Tell them how rewarding the job is and how much fun we will have at Executive Board meetings
* Encourage younger members
* Reassure reimbursement for traveling

**Question 2: Convince one Chapter member to assume the role of President**

* Assure others you will offer help to ease transition, x2
* Emphasize they’ll not be alone, also good for networking, resumé
* Outgoing and incoming Presidents meet
* Conduct meetings of Officers and Committee Chairs to consider options
* Electing Co-Officers to divide the work x2
* Co-President or Officer to help distribute tasks x2; Co-Presidents x5
* Convince a Past President to come back
* Focus on the positives
* Have Co-Committee Chairs
* As Past President, offer any/all help to incoming Officers, including the President x2
* Changing location of this conference
* Former president sat with me to do agenda etc. to guide me
* Meet with members, let the know expectations
* Clarify officer roles
* Chapter within an area council getting together to keep area strong
* Make expectations more clear that VPs can transition to President
* Go to State meetings to see how it works and meet others
* Promise to work with the new person hand-in-hand
* Bribes … If you do this, I’ll do… (You do President, I’ll be Treasurer, Area Conference etc.)
* Delegate; everyone will do what you want because nobody wants to do your job.
* Delegate responsibilities to members early on in membership
* Face-to-face
* Respected person/Officer approach
* Have outgoing Officers meet with potential members to fully explain and walk through the duties of each Office. This might ease some minds. It really helped us.
* Newer member to serve in a minor leadership role to prepare
* Post on *Facebook* about activities President attends and does
* Share Presidential duties amongst members
* Share positive experiences, local Chapter, Area Council, state x2
* Sit down with possible leaders and go over expectations
* Meet with prospective candidates and Officers and have each relay the responsibilities of their positions
* Provide food!
* Teachers can do anything and everything!
* Know your members🡪empower your members🡪 so, they want to be🡪 President!
* Empower members to search
* Inspiration from President
* Exposure to meetings
* Promise support to incoming President

**Question 3 Ensure seamless transitioning into the role of President**

* Always planning
* Work as a team before the 6-month date
* Look further down the road in selecting Officers
* Outgoing Officers mentor incoming Officers x3 and be sure she attends leadership training and help pay for it.
* At meetings, have 1st VP cover reports, 2nd VP cover Unfinished Business and President cover New Business
* Share positive experiences with potential leaders
* Continue to check in with past people who may have an interest
* Share computer files of sample agendas
* Incoming President works with President for months or a year
* The outgoing President might offer to help a new President with paperwork and other duties to lighten her load x2
* Immediate Past President is an active role to help and be a resource
* Provide training
* Involve the whole Chapter about leadership
* New President establish “coaching” from Past President
* Set up a mentor program x2
* Simplify roles of Executive Board
* The Executive Board, new and old, works together as a team and help each other all 2 years
* Systems in place should be in writing (Job Descriptions)
* Simplify paperwork
* Create a Road to Leadership, Committee Chair🡪 Secretary🡪 Vice President🡪 President
* Activate transition team of Past Presidents, team to guide, enlighten new President x2
* Create website, skype, on-line meetings and conferences