



Developing Rising Stars



*If your actions inspire others to
dream more, learn more, do
more and become more, you
are a leader.*

J.Q. Adams



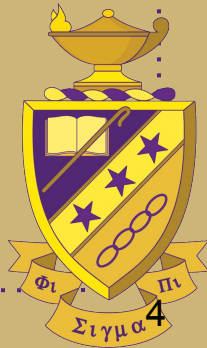


Superstar Potential in You

Big, Mentor, Advisor, Family Member, etc.



*Our strength is in our unity and
willingness to work together.
Each one of us is important.
Our group cannot achieve its
potential unless we all give our
input and participate.*



Important Leadership Qualities

1. Honesty & integrity
2. Clearly communicates expectations
3. Recognizes and rewards achievements
4. Adapts to changing circumstances
5. Inspires others
6. Puts the right people in right roles
7. Passion to succeed
8. Articulates long-term vision
9. Persuades and encourages others
10. Accepts responsibility for successes/failures



Succession Planning

The process for identifying and developing those with leadership potential within your Chapter to fill leadership positions when they become available



Succession Planning



1. Develop opportunities for all
2. Share key values and competencies
3. Actively develop rising stars



Succession Planning

Benefits

- Assures continuity of leadership
- Avoids transition problems
- Reduces Officer/Chair resignation
- Prepares Members to run for positions

Mistakes

- Focusing only on technical skills
- Overlooking Members who don't appear to fit the position
- Failing to offer proper training
- Not aligning leadership development efforts with Chapter goals
- Not holding Officers/Chairs accountable

Consequences

- Poor Chapter performance
- Limited ability to achieve Chapter goals
- Higher attrition and Chapter instability
- Loss of critical Chapter knowledge

Keys To Success

1. Create leadership development opportunities for all
2. Share key values and competencies for positions to all Members
3. Actively develop rising stars



Time To Reach Out



Members who are ready for leadership advancement



Members who, with soft-skill training, could be successful at leading your Chapter

Develop An Action Plan



1. Set priorities for leadership development
2. Identify goals that are mutually beneficial to you and the Chapter
3. Select the best available activities and the resources needed to achieve the goals
4. Set a timeline for achieving goals



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