I appreciate you as a volunteer leader

Visit our Needs Assessment Pages
Around the Room
We will customize our discussion based on needs in the room
Our Discussion Together

- Examine needs
- Address succession planning importance
- Compass Points
- Sharing Great Ideas
- Being a Change Agent

Compass Points

- Based on top 2 needs
- Fundamentals
- Experience
- Design & Approach activities
- Flash sharing

Needs Assessment

What pain points are most predominant?

Let’s Plan!

You’re the Future of Succession Planning!
Leadership Succession

- Strategy
- Tool
- Growing future leaders
- Continuous development
- Your chapter lives on!

Evolving Approach

Conventional
Seek & Replace

Evolving
Develop diverse leadership

Effective Succession Planning

PREPARING THE PEOPLE PIPELINE
Is the ideal always possible?

**PREPARE**

Prepared Compass Points

- No one steps up
- Planning ahead
- Skills needed are not always possessed
- Decision making
- Structure isn’t meeting needs
- Leader burnout

Fundamentals

- Objections
- Examine membership opportunities
- Where are you adding value?
Experience

• What has worked for your chapter?
• What have you tried but in hindsight know what to change
• What resources does ICF HQ provide that you haven’t taken advantage of?
• How can coaching methods be used here?

Design & Approach

Flash Share

How do you meet the challenge?

Planning Ahead

Compass Point

No one steps up
Fundamentals

- Why plan ahead
- Chapter Boards are Working AND Governing Boards
- What to AVOID in planning meetings

Experience

Design & Approach

- What has worked for your chapter?
- What have you tried but in hind sight know what to change
- What resources does ICF HQ provide that you haven’t taken advantage of?
- How can coaching methods be used here?

Flash Share

Planning Ahead

How do you meet the challenge?
Skills needed vs skills possessed

Compass Point

Fundamentals

- Know role requirements
- How can the role improve the coach?
- Not all skills needed are job specific
- Training as part of board meetings

Experience

Design & Approach

- How is your chapter increasing skills?
- What resources has your chapter used to increase knowledge & skill?
- What resources does ICF HQ provide that you haven’t taken advantage of?
- How can coaching methods be used here?
How do you meet the challenge?

Skill Needed

Decision Making

Compass Point

Flash Share

Experience

Fundamentals

- “Public” goals
- Strategic planning
- Governance vs. Working Decisions
Design & Approach

- What does the board do that members don’t hear about?
- What has worked for your chapter?
- What resources does ICF HQ provide that you haven’t taken advantage of?
- How can coaching methods be used here?

Flash Share

How do you meet the challenge?

Decision Making

Governance Structure

Compass Point

- Structure effects other issues
- Industry standard – 5
- Committees vs Board
- Let the structure work
- Empower rather than overpower
Experience

- What has worked for your chapter?
- What have you tried but in hindsight know what to change?
- What resources does ICF HQ provide that you haven’t taken advantage of?
- How can coaching methods be used here?

Design & Approach

Governance Structure

Flash Share

How do you meet the challenge?

Flash Share

Leader Burnout

Compass Point
**Fundamentals**

- Know what burnout looks like
- Can commitment in the chapter change?

**Experience**

**Design & Approach**

- What opportunities do you see in your chapter to ‘spread’ responsibility?
- What has worked for your chapter?
- What have you tried but in hindsight know what to change?
- How can coaching methods be used here?

**Flash Share**

How do you meet the challenge?
Give Us Your Insights
Ideas not heard in Flash Shares

Being the Change Agent
Making this all work

What questions do you have?
How can we help you?

Thank You!
You are the force moving the needle