**Leadership Development within Your SEA**

**Opportunity:**Recruitment of members for Board and Committee Chair positions is a unique opportunity shared by many SEAs. Identifying and developing good leadership candidates are vital to keeping Boards and Committees balanced and fresh.

**Solutions**

* **Effective Recruitment Strategies**
	+ Form a Nominating Committee
		- Composed of current Board Members and Members at Large
		- Direct contact with Prospective Leaders (phone, lunch)
		- Promote at Membership meetings
		- Be clear with expectations/commitments
		- Solicit resumes from candidates
			* Experience on other non-industry Boards can be a positive attribute
			* Ask the right questions when reviewing candidates\*
		- Target underrepresented firms
		- Target regular meeting attendees
	+ Change Board Structure
		- Add non-voting position for Young Member
		- Consolidate Boards to cover MOs with multiple chapters
		- Hire an Executive Director/Admin to lighten load on Board
		- Add fun Board activities (retreats, outings)
* **Planning for the Future**
	+ Engage Young Members-Encourage YMG/Board interaction
	+ Garner support from firm Principals to get employees involved
	+ Partner with local universities—attract them early & cultivate
	+ Look to committees for future leaders
	+ Begin recruitment for potential board members immediately after current board takes office