**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