

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