



Board Transitions & Recruitment

Austin Evans '05, WAA: San Diego



Board Transitions & Recruitment (Take Aways)

- Organizing your Chapter (via bylaws) into a Board, Officers, Teams & Team Leaders
- Fostering a healthy leadership pipeline
- Hosting a recruitment drive
- Executing transition steps via a timeline
- Others?



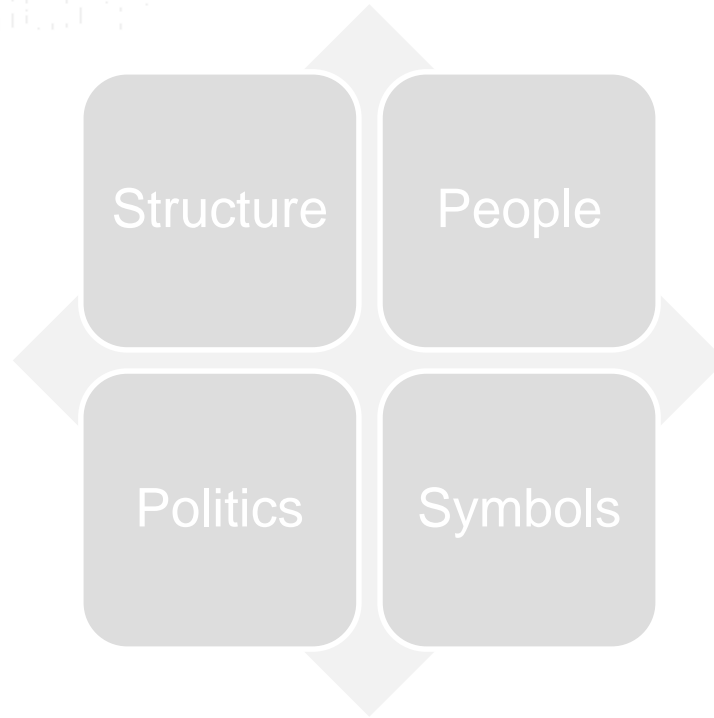
Steps for Transitions & Recruitment

(In reverse order)

3. Share knowledge to those coming into your leadership pipeline through a deliberate **transition** effort
2. Bring on new leadership at various roles through a deliberate **recruitment** effort
1. Have a **structure** in place through bylaws that promotes a strong leadership pipeline



Four Organizational Lenses (Bolman & Deal)



Leadership (and Chapter) Structure



Structure for Leadership Development

- Why? Because in order to transition and recruit, you need roles to transition and recruit people into!
- Provide opportunities for casual investment and building responsibility
- Remember:
 - We're all just volunteers
 - We're a grassroots organization

Philosophy

**Cast a wide net,
and work with the best.**



Chapter Bylaws

What They Do

- Give organizational structure to the Chapter, including:
 - Defining leadership roles
 - Authorizing action by individuals or groups (Board, Teams, etc.)
- Minimize politics within the Chapter via clear selection procedures
- Incorporate in the Chapter's mission, vision and values

What They Cover

- I. Name & Objective
- II. Membership
- III. Board of Directors
- IV. Officers
- V. Committees
- VI. Meetings & Activities
- VII. Amendments
- VIII. Dissolution

<http://chapters.uwalumni.com/sandiego/wp-content/uploads/sites/60/Bylaws.pdf>



Board & Teams

WAA: San Diego Board

- Currently 9 people
- Rotating 3-year terms
- Either:
 - Team Leader
 - Officer

WAA: San Diego Teams

- Social Events (Young Alumni)
- Events (Founders' Day, Student Send Off)
- Professional Networking
- Athletics (Game watches)
- Fundraising
- Communication (Social media)
- Scholarships
- Awards & Recognition

https://www.uwalumni.com/wp-content/uploads/Chapter_Team_Org_Chart.pdf



Recruiting to Your Roles



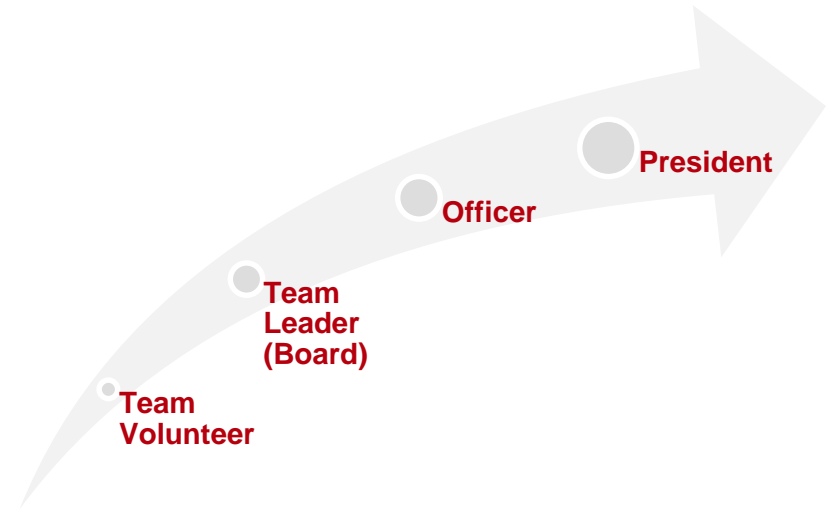
Why We Recruit?

- We have a shelf life (“we’re all just volunteers”)
- Helps promote a well-rounded team
 - Recruit toward what your board needs
 - Brings in fresh ideas to your organization
- It **empowers** your members



Recruiting: The Leadership Pipeline

- Naturally takes place within the leadership pipeline
- **Cast a wide net:** open opportunities to volunteer
- **Work with the best:** opportunity to step up with desire and ability
- Grassroots volunteers:
 - See what their next-step up leaders do
 - **Leaders share that knowledge while working with volunteers**
 - Volunteers take the next step up when ready



Recruiting: The Leadership Cascade

Board Level

- President rotates off every two years
- Another officer (usually VP) steps into role
- Team leaders step into open officer role(s)
- Team volunteers step into open team-leader role(s)
- Other natural attrition will apply

Team Level **(NEW FOR US!)**

- Project-based work
 - Game Watch Captain
 - Rose Bowl Bus
 - Women's Networking Group
- One event/project lead with a few supporting volunteers
- No longer just officers doing everything (yeay!!)
- Needs fed by **Recruitment Drive**



Team Volunteer Recruitment Drive

- Open ended **call to action** from area alumni
- Advertised through WAA email and social media
- **Personally recruited** by direct contact and word of mouth
- Attendees come with expectation that they want to volunteer



Team Volunteer Recruitment Drive

Cocktail Hour Setup

- One table per Team spaced around; encourages movement

Open Networking Start

- Cold start with nametags and general mixing

Opening Remarks

- After about 15 minutes, opening remarks from the President

Round Robin

- Attendees rotate from table to table, chatting with each Team

Team Signup as a Group

- Gather group and ask attendees which Team(s) interested them

Sign Up & FOLLOW UP!

- Attendees sign up for Team(s) and Team Leaders follow-up ASAP



Transitioning into Your Roles

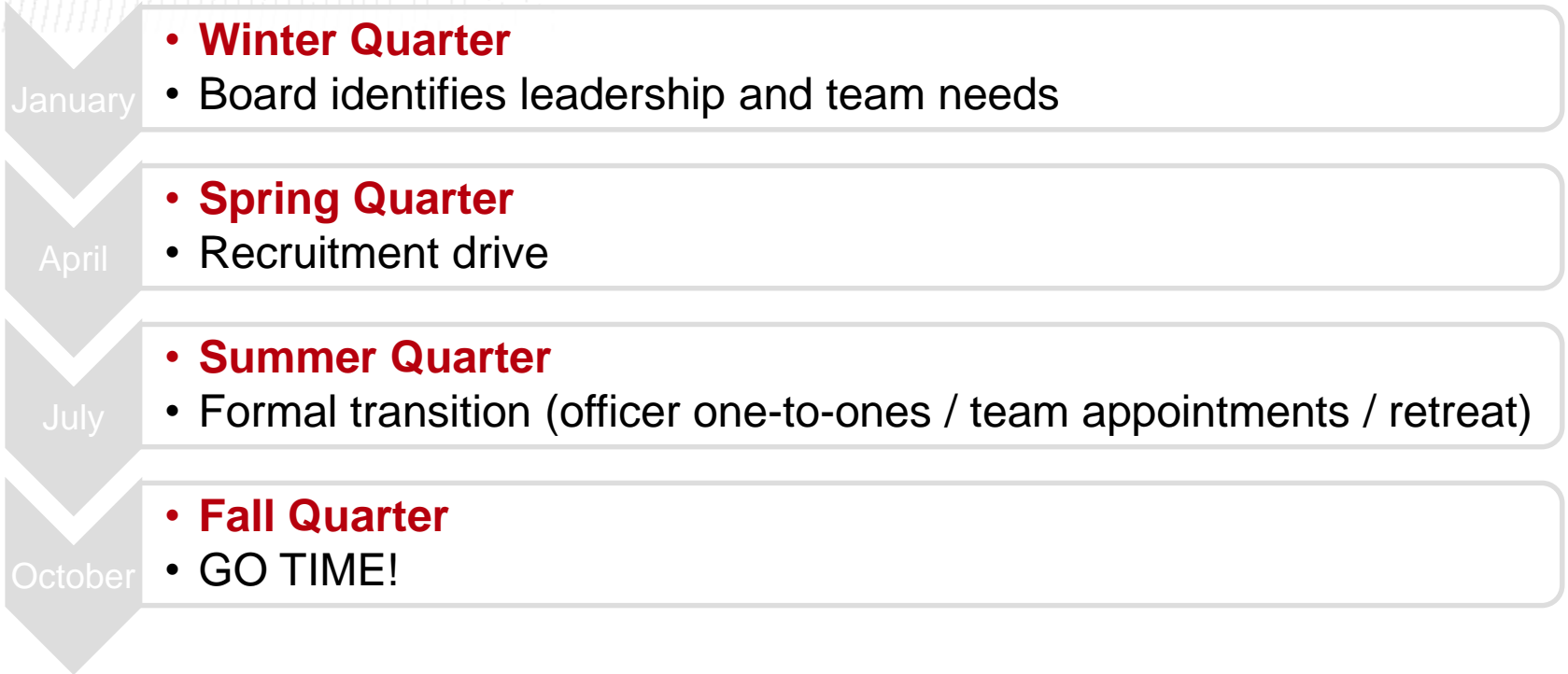


Transitioning Roles

- Outgoing officers draft transition memos
- New officers meet with predecessors one-to-one
 - Pass along materials (binders, supplies, notes)
- New team leaders meet with full Board
 - Explore a retreat-like setting
- New team members host team meeting ASAP



Typical Recruitment/Transition Timeline



Troubleshooting



Troubleshooting

- ***“I’m the only person doing anything in my city.” (Delegation issue)***
 - Delegate your workload out to people who can help; we’re all volunteers.
- ***“I can’t find anyone to help.” (Outreach issue)***
 - Reach out to the WAA for alumni contacts / new residents
- ***“We’re trying to take on too much at once.” (Implementation issue)***
 - Start small and spread it out over who can manage it; we’re all volunteers.
- ***“We have curmudgeons in our city who refuse to let go.” (Political issue)***
 - Adopt a structure and process to validate the leadership pipeline.
- ***Others?***



Questions?

This presentation is available at:

bit.ly/blc2020sandiego

