



How Do I Find New Leaders?

BY BOB HARRIS, CAE

The most common question asked by executive directors is, "how do I find new leaders?"

Whether seeking directors for the board, volunteers for committees, or industry leaders to serve on allied boards, the critical step is to ASK. Nearly every volunteer remembers who flattered them with the question, "Would you accept a leadership role in our organization?"

Consider this approach to building a corps of future leaders. The time and expense is minimal while the message

conveys the opportunities for giving back and personal growth.

Every other year, plan a half day "leadership summit" for prospective volunteers. Start in the morning with time to chat over coffee, and then invite speakers to describe the importance of volunteering. Promote opportunities on allied boards and councils as well as in the host organization.

Subjects to cover:

- Reasons and opportunities to be a leader in your profession, community and the organization.

- How to be an effective volunteer — skillsets and respected principles.
- Understanding governing documents, finances, strategic plan, etc.
- Risk management, including volunteer immunity, insurance, conflicts, antitrust and authority.
- Personal growth and balance as a volunteer.
- Questions and answers. End with casual lunch conversations gauging the interest of volunteers. (page 1)

NOTE: BOB HARRIS, CAE, OFFERS BOARD TIPS AND TEMPLATES AT WWW.NONPROFITCENTER.COM.

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