

The background of the slide features a close-up, slightly blurred photograph of autumn foliage. In the foreground, there is a thick layer of fallen leaves in various shades of brown, tan, and yellow. To the left, a portion of a dark, textured tree trunk is visible. The background is a soft-focus view of more trees and leaves, creating a sense of depth and a warm, seasonal atmosphere.

NCJW Webinar

Cultivating Leadership Talent & Potential

November 30, 2020
1:30 – 2:30 pm

Facilitator: Beth Gansky, Leadership Coach and Consultant

Welcome

To keep the feelings of Thanksgiving present - please share in the chat what moments of kindness do you remember from this past year that were special to you?



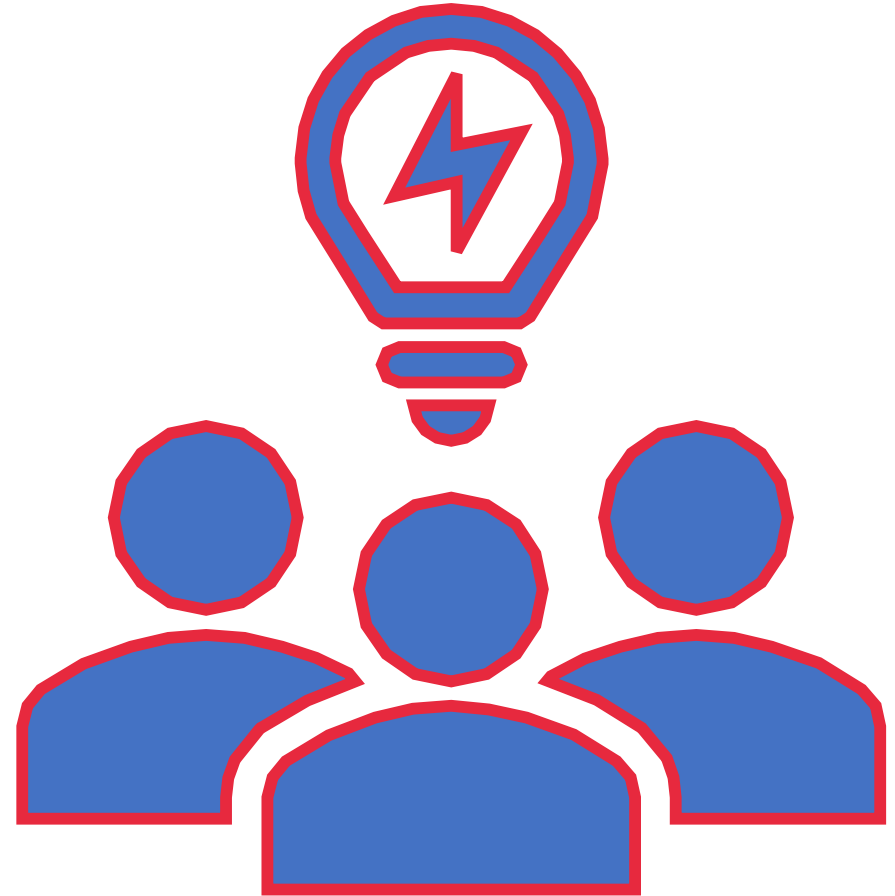


Goals of the Webinar:

- Introduce strategies on how to start building a leadership pipeline
- How to "Reset the Approach/Mindset of Recruitment"
- Imagining how to Incorporate Leadership Development into the Culture of your Section

Breakout Room:

Share in the group a story about how you have been recruited to serve in a leadership role in the past. What worked? What didn't work?



Doing Some of the "Inside Work" First:

What needs to be done inside your leadership before bringing new people in?



"BUILDING THE PLANE WHILE WE ARE FLYING"



"CHANGING THE TIRE WHILE RIDING THE BIKE"

Questions to consider about readiness of your board to bring in new members:

Do board members receive meeting materials in advance?

Do your board meetings provide opportunities for education?

Do all board members speak at meetings?

Are differences of opinion treated as conflict that needs to be either quelled or resolved?

Do you take time to celebrate organizational successes with your board?



Board Assessment

Use this as an opportunity to engage your board in reflective thinking. Some sample questions are:

- Please rate the board's performance in the following:

Poor Fair OK Good Excellent N/A

- Defining organizational values
- Understanding board roles & responsibilities
- Ensuring the annual budget reflects NCJW's priorities
- Using NCJW's mission and values to drive decision making
- What are two or three most important areas the board should address to improve its performance in the next year?

Where do we find potential leadership?

Community Mapping
Exercise

Relational conversations

Reset

Imagine the distinction between feeling like you are asking people to do you a favor by serving on a board and letting them know that it really won't take up too much time OR offering women a chance to make a difference in your community and beyond.

Role play: Samantha and Jane

BREAK OUT ROOM: What would need to be in place to have this reset in your Section?
What needs to be done to gather people differently?



Nontraditional Recruitment Strategies & Building a Talent Pipeline:

- Community mapping exercise
- Using your connectors
- Partnering on collaborations with other organizations - joint ask for leadership - leveraging your relationships



**How do you turn your members into leaders?
How are you investing in your human capital?**

This is EVERYONE'S job.

- Intentionally noticing and asking
- Investing time in people, not just programs
- Mentoring program
- Roles for past presidents - have them develop a leadership development program

MESSAGING & BRANDING

This is who we want to be as an organization:

- Our members come first
- Relationships are our priority
- We match women with their passions
- We enhance our collective skill set
- We create opportunities for rising leaders
- We advocate passionately for our causes

