Replicating Effective Leadership
Finding, Training, and Filling in The Shoes of Previous Officers

Joshua E. Blagaila and Anthony Fredette
 Speaker Ethos

“Who are these guys?”

“Where does this material come from?”

- Simon Sinek, *Start with Why: How Great Leaders Inspire Everyone to Take Action*
- COPE Health Solutions
- Ken Blanchard and Spencer Johnson, *One-Minute Manager*
- Fresno Pacific: Residence Life Training
- Management Experience
- Student Experience
- Atul Gawande, *Checklist Manifesto: How to Get Things Done Right*
Presentation Goal

“The goal of this workshop is to provide your local chapter with the tools and vision to create effective, professional leadership that can be replicated year after year with new officers.”

Condensed: Vision and tools for officer team #replicateAX
**Assumptions**

1. Involvement of an active advisor
2. Existence of a local chapter *vision* and *mission*
Overview

❖ An excellent officer team
❖ How to attract them
❖ How to train them
❖ How to replace them
The Excellent Officer Team

Inspired

Organized

Iconic

#replicateAX
The Excellent Officer Team

❖ Inspired

➢ Value of Alpha Chi
➢ Value of their chapter of Alpha Chi
➢ “Making Scholarship Effective for Good”
The Excellent Officer Team

❖ Organized

➢ Mission and vision
➢ Divided responsibilities
➢ Effective operations
➢ Self-replicating
The Excellent Officer Team

❖ Iconic

➢ Exemplary leaders
➢ Competitively utilized
➢ The model
Overview
❖ An excellent officer team
❖ How to attract them
❖ How to train them
❖ How to fill their shoes
How to Attract Them

Vision and Mission → Valuable Labor → Professional Development

#replicateAX
How to Attract Them

- Vision and Mission
- Valuable Labor
- Professional Development

#replicateAX
How to Attract Them

❖ Sell Vision and Mission

“People don't buy what you do; they buy why you do it. And what you do simply proves what you believe.”

Simon Sinek, *Start with Why: How Great Leaders Inspire Everyone to Take Action*
How to Attract Them

❖ Valuable work vs. Unvaluable work
How to Attract Them

❖ Professional Development
  ➢ Networking
  ➢ Resume and *Curriculum Vitae* (CV)
  ➢ Letter of Recommendation
How to Attract Them

Students are putting in time, and they expect both immediate and continuing rewards.

Work needs to matter now and later.
Overview
❖ An excellent officer team
❖ How to attract them
❖ **How to train them**
❖ How to fill their shoes
How to Train Them

❖ Intentional feedback
❖ Detailed operations
❖ High standards
How to Train Them

❖ One of the biggest assets recognized by an effective officer is the access to intentional feedback by the advisor(s)

❖ How:
  ➢ Monthly Executive Report
How to Train Them

- Organizational Structure
- Position Descriptions
- Weekly Meetings
- Effective Goal-Setting
- Succession Planning
- Networking Training

#replicateAX
How to Train Them

**DANGER: Low standards = Low Results**

High Standards:

- Professional dress
- Punctuality
- Adherence to deadlines
- Meeting or exceeding goals
- Polished writing (grammar and punctuation)
- Timely Communication
Overview

❖ An excellent officer team
❖ How to attract them
❖ How to train them
❖ How to fill their shoes
How to Fill Their Shoes

Identify

Train

Succession Plan

#replicateAX
How to Fill Their Shoes

- Identify
  - Identify promising candidates from the local chapter members
    - Subordinate positions should fill superior ones
  - Place “identify replacement” for each position on the weekly agenda once a month
  - Put them on notice during your second-to-last semester
  - Have officers on the same level interview
How to Fill Their Shoes

❖ Training
  ➢ Training is mentorship
    ■ Require one month of shadowing experience for a role
  ➢ Training is consistent
    ■ Utilize an onboarding checklist
  ➢ Training should include a preliminary project
    ■ Assign them a One-Minute Goal

#replicateAX
## How to Fill Their Shoes

### Succession Plan

<table>
<thead>
<tr>
<th>Task List</th>
<th>Frequency</th>
<th>Materials Required</th>
<th>Internal Assistance</th>
<th>External Assistance</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| Plan the “How to Get Into Graduate School” Talk | Fall Semester | - Room reservation  
- 14 tables  
- 14 tablecloths | CAC | - Student Life Room Reservations  
(Cindy Trivilo) | (888) 888 - 888 |

### Other Tabs:

- Contact List
- One-Minute Goals
- Potential Replacements

#replicateAX
Final Thoughts

❖ Decide how you will best be effective an effective chapter officer team
❖ Choose daily to be an effective chapter officer team
❖ Take best-practices, and leave the rest