

Replicating Effective Leadership

Finding, Training, and Filling in The Shoes of Previous Officers

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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*

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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

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Assumptions

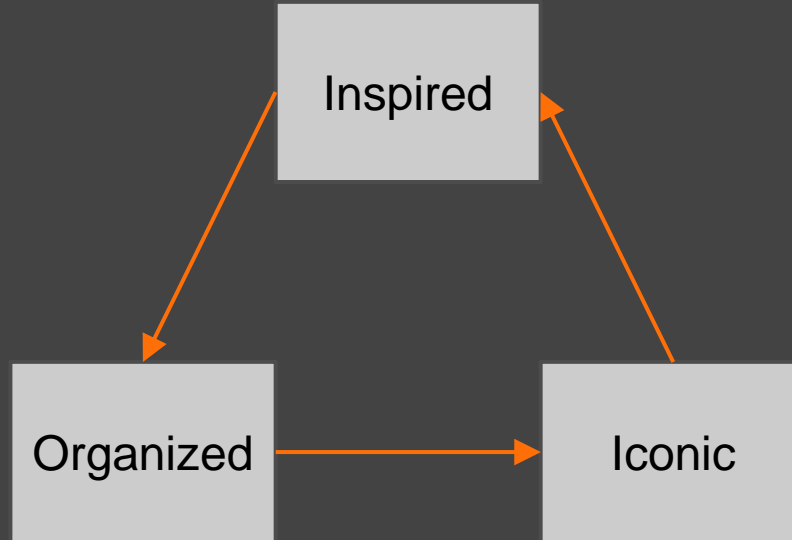
1. Involvement of an active advisor
2. Existence of a local chapter **vision** and **mission**



Overview

- ❖ An excellent officer team
- ❖ How to attract them
- ❖ How to train them
- ❖ How to replace them

The Excellent Officer Team



The Excellent Officer Team

- ❖ Inspired
 - Value of Alpha Chi
 - Value of **their** chapter of Alpha Chi
 - “Making Scholarship Effective for Good”



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The Excellent Officer Team

- ❖ Organized
 - Mission and vision
 - Divided responsibilities
 - Effective operations
 - Self-replicating

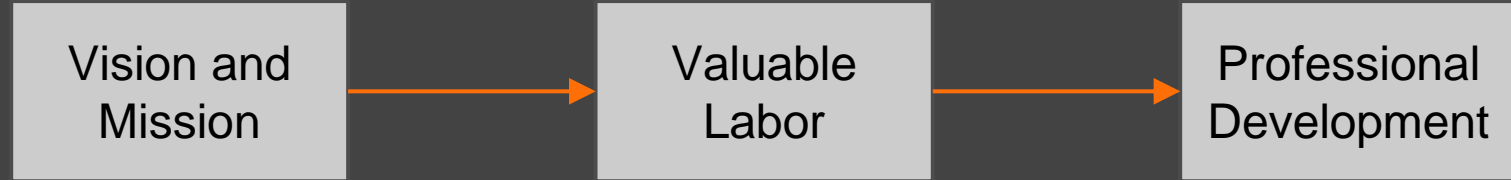
The Excellent Officer Team

- ❖ Iconic
 - Exemplary leaders
 - Competitively utilized
 - The model

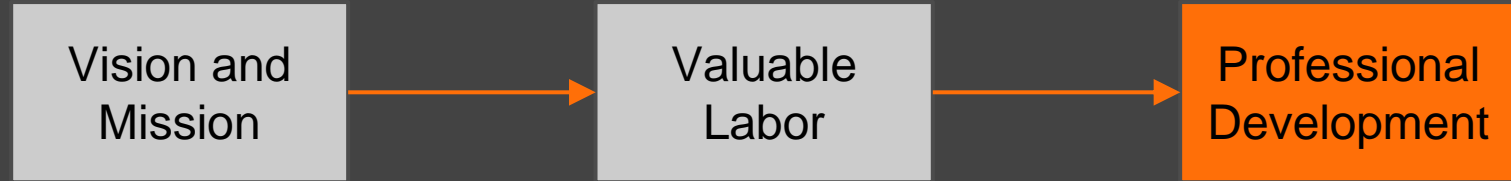
Overview

- ❖ An excellent officer team
- ❖ How to attract them
- ❖ How to train them
- ❖ How to fill their shoes

How to Attract Them



How to Attract Them



How to Attract Them

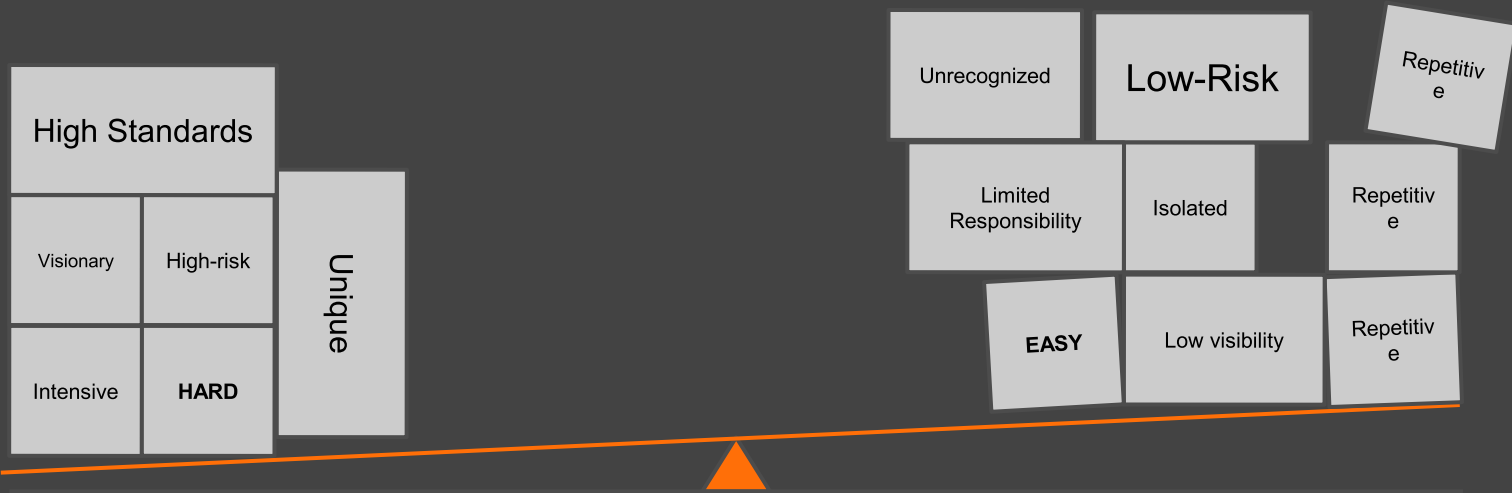
❖ Sell Vision and Mission

“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**.



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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



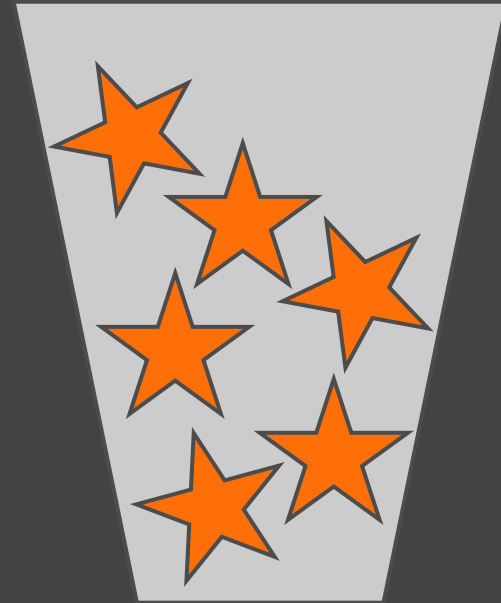
Effective Goal-
Setting



Succession
Planning



Networking
Training



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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)

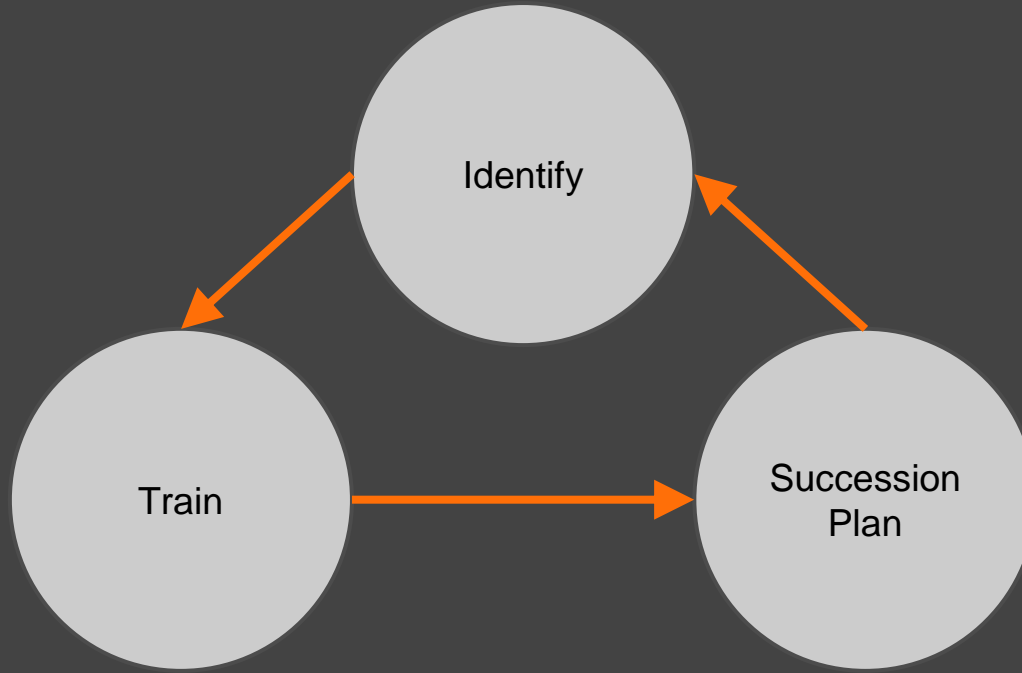
Timely Communication

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How to Fill Their Shoes



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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

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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

How to Fill Their Shoes

❖ Succession Plan

Task List					
Task	Frequency	Materials Required	Internal Assistance	External Assistance	Contact Information
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

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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