

Sustainable Leadership Committee

Annual Conference Meeting

October 7, 2016

Present: Casey Self (Chair), Jose Ramos, Nathan Vickers, JP Villavicencio, Dana Zahorik, Kerry Kincanon (Admin Division Representative), Brandan Lowden, Kyle Ross, Janet Spence, Rich Robbins, Jayne Drake, Dave Marchesani (Membership Committee), new member Heather Doyle, and guest Leigh Cunningham (Diversity, ELP, PDC). EO Liaison: Jennifer Joslin

Casey welcomed everyone to the meeting and outlined the agenda.

- I. Pathways to Leadership Template (Nathan Vickers, sub-committee chair)
 - a. Nathan showed the new template (with the redesigned colors thanks to Michele Holaday!). He discussed the deadline for finalizing the content and getting onto the web which is January 1, 2017.
 - b. Discussion focused on gathering the content ideas and feedback from the Divisions which is underway.
 - c. Nathan, Jennifer, & Michele will create a rough draft of the template and the sub-committee will review.

- II. Leadership Academy – Casey Self led the discussion and small group time and began with the questions: “Why do we need this?” and “What problem do we want to solve?”
 - a. Nathan/Jose/ JP/Jennifer – Members need this info before running, and once elected; Our goal should be that they are prepared beginning Day 1; the structure of the LA is critical to meet the goals of the LA; we need to fill a knowledge and anxiety vacuum. Audience: Any member. This group also proposed that we might think about this as we think about career development with our students – campuses are trying to move career exploration earlier in the process and perhaps we could think of helping members find their “NACADA career” earlier and earlier.
 - b. Dana/Kerry/Brandan/Kyle – The LA makes the shoulder tap intentional; Creates the infrastructure to market leadership; broadens the impact of programs like ELP; We can use LA to refine benchmarks
 - c. Rich/Jayne/Janet/Leigh/Heather – The LA offers us a structure to assist, inform members; allows us to identify what members should know, do, & value; Audience: new leaders (focus on this group to begin with as a pilot); many members want to get more involved and its important that we find ways to take advantage of that

- II.2 Follow-up discussion as a large group focused on whether we should have a pilot focus at the onset or “dream big” and build the whole thing at once; how do we counter the notion that you “have to know someone” to get ahead in NACADA?; Is the goal of the LA to inform all members about leadership or prepare elected leaders to be ready on Day One?

- II.3 One of the groups suggested that we create stages or tiers as a framework, meaning Tier I is curriculum focused on pre-development; Tier II is curriculum focused on

current leaders; and Tier III is curriculum focused on post-position development (e.g., a member has had one leadership post, what is next?).

- III. Casey asked the small groups to focus on the following question: “What are we doing now that might count as leadership development?”

(Some ideas collected below)

- a. Division leadership training at Annual
- b. Region 5 offers mentoring at their yearly conference (do other regions do this?)
- c. ELP at Global and regional levels
- d. Q&A with Leaders
- e. Information on the web and leadership and positions
- f. The “Women Thriving, Not Just Surviving” series that Sandy Waters and Cecilia Olivares have offered in years’ past
- g. Leadership Dinner at Annual Conference

Dave Marchesani mentioned that the Membership Committee tries to think of three levels of engagement: **Participation, Responsibility, and Leadership**. They see their role as encouraging participation.

- IV. Next Casey question: “What should the LA goals and content look like?”

- a. Rich/Jayne/Janet/Leigh/Heather: We need to make sure our definitions of leadership are consistent – for example the leadership dinner at Annual only reflects invitations to appointed or elected Division leaders and Board members. What about Journal or book editors, etc?; We need a leadership audit of NACADA; it’s important that we share a common curriculum; we need to identify skill sets; this is an opportunity for self-evaluation; we need outcomes.
- b. Dana/Kerry/Brandan/Kyle - we have many ways we are delivering leadership development and that is good; we want members to feel confident, competent, and satisfied with their involvement; we want them to grow their self-awareness and their self-confidence and we want them to experience fidelity to the organization;

- V. Good ideas mentioned during the meeting:

- a. Arrange for Leadership Consultation sessions at Annual and Regional Conferences in the same way that the Research Committee is offering those this year
- b. Perhaps there is a KState Leadership professor who would do a Zoom meeting with the committee and talk with us about leadership development in non-profit Associations, or leadership with volunteers

- VI. Next steps: 1) Distribute notes; 2) **Next meeting is November 21 at 2 pm Central**; 3) Move forward with LA & template!!