

**Leadership
Institute
2024**

PIVOTING IN LEADERSHIP

**PASSION. IMPACT. VERSATILITY.
OPERATIONAL EXCELLENCE. TEAMWORK.**



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2024**

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THURSDAY



Kareem Thompson
2024 CEC President

Special
Education
Legislative
Summit



July 29 - August 1, 2024

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CEC
International

CEC
Divisions

CEC
Units

Sub
Divisions

Chapters





- Less than 5 Years
- More than 5 Years
- More than 10 Years
- More than 15 Years
- More than 20 Years



CEC Board of Directors

- **Anna Adl**
Member-at-Large
- **Julie Bost**
President Elect
- **Sacha Cartagena**
Member-at-Large
- **Jennifer Diliberto**
Member-at-Large
- **Ben Hicks**
Member-at-Large
- **Laural Jackson**
Member-at-Large
- **Angie Jasper**
Immediate Past President
- **Jennifer Lesh**
Treasurer
- **Concetta Lewis**
Member-at-Large
- **Toni Mixon**
Member-at-Large
- **Ruby Owiny**
Member-at-Large
- **Chad Rummel**
Executive Director (ex-officio)
- **Charmion Rush**
Member-at-Large
- **Zelphine Smith-Dixon**
Member-at-Large
- **Kareem Thompson**
President
- **Ben Tillotson**
Member-at-Large



Leadership CEC 2024-25 Cohort

Tammy Anderson (GA)
Kameron Carden (DCD)
Matthew Collier (SC)
Chad Downes (ON)
Michael Edwards (IL)
Theresa Fay (DCD)
Carlos Flores, Jr. (TX)
Toni M. Franklin (TED)
Regina Frazier (VA)
Camilo Gomez (UT)
Anita Granger (CEDs)

Tonya Grimmke (GA)
Elizabeth Hughes (DCD)
Janet Knighten (DARTS)
Amy K. Kunkel (ISET)
Maquila Mills (TN)
Adam M. Moore (TED)
Morgan Nelson (UT)
Heather O'Connor (OH)
Allison Nicole Oliver (TN)
Jessica Perdue (OH)
James Price (NC)

Saurym Quezada (DISES)
Lauren Ann Schnal (NY)
Shara Schutter (IL)
Michael Snipes (SC)
Robanne Stading (AK)
Angi Stone-MacDonald (DADD)
Josh P. Taylor (DCDT)
Ruth Anne Taylor (AR)
Thai Ray Williams (DADD)
Nancy R. Young (AR)



Luann Purcell
CEC Consultant
for Unit Support

Thank You to Our Sponsors!

GOALBOOK

Let's Go Learn

Embrace Precision!



Brannan Meyers, CAE
Component Services



Chad Rummel, CAE
Executive Director



Gennith Johnson, CAE
Chief Engagement Officer
CEC



Danielle Wieczorek
Component Services Manager
CEC



Caroline Schwartz
Component Services Manager
CEC



Mellisa Trout
Senior Meetings Manager
CEC

SCHEDULE-AT-A-GLANCE

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MEET WITH CEC STAFF!

Stop by for one-on-one conversations with our staff and sponsors! If you already have an appointment, meet your staff member at their table in the **Exhibit Hall**. Want to make an appointment? Visit their table and sign up on the spot!

VISIT THE CEC STORE!

Visit the onsite **CEC Store** on Thursday and Friday to buy publications and CEC merchandise. CEC staffer Jake Minor will be available for sales and to answer questions about highlighting key publications, obtaining discount codes, and pre-ordering for your programs and events.

THURSDAY

FRIDAY

SATURDAY

Wi-Fi: Westin_Conference
Password: westinalcx

11:00 AM - 5:00 PM
Exhibit Hall & Registration

1:00 - 2:30 PM

- **Welcome/Opening**
Chad Rummel & Kareem Thompson
- **Activity**
Gennith Johnson
- **State of the Council and CEC Structure & Support**
Kareem Thompson & Julie Bost
- **Activating the Value of CEC**
Brannan Meyers & Danielle Wiczorek

2:30 - 2:45 PM
Break

2:45 - 4:15 PM **KEYNOTE**
Pass It On: The Art and Heart of Volunteer Succession Planning
Irving Washington

4:15 - 4:45 PM
Spirit of CEC Award

6:00 PM
Networking Dinners
Meet Host in Hotel Lobby

Thank you to our sponsors:



8:00 - 9:00 AM
Breakfast

9:00 - 10:30 AM **KEYNOTE**
Navigating the New Rules and Harsh Realities of Member Engagement
Elisa Pratt

10:30 - 10:45 AM
Break

10:45 AM - 12:00 PM
Avoiding Legal Pitfalls
Chad Rummel

12:00 - 1:00 PM
Lunch & Component Activity

BREAKOUTS
See inside for full list of options

- 1:00 - 1:40 PM Breakout A
- 1:50 - 2:30 PM Breakout B
- 2:40 - 3:20 PM Breakout C

3:20 - 3:30 PM
Break/Rejoin
General Session Room

3:30 - 4:30 PM
Table Talks (Intentional Networking and Sharing of Ideas)
General Session Room

4:30 - 5:00 PM
Component Services & Support Brainstorm
General Session Room

5:00 - 6:00 PM
Networking Reception
Meet in Foyer D

8:30 - 9:00 AM
Breakfast

9:00 - 10:30 AM
Component Membership Cycle
Chad Rummel & Brannan Meyers

10:30 - 11:15 AM
Program Showcase
Danielle Wiczorek & Various Component Leaders

11:15 - 11:30 AM
Break

11:30 AM - 12:00 PM **DEEP DIVE**
Components 911: How We Can Help
Brannan Meyers, Danielle Wiczorek

12:00 - 12:15 PM
Closing/Adjourn
Chad Rummel & Brannan Meyers

MEET OUR KEYNOTE SPEAKERS

Scan the QR Code to learn more about our Keynote Speakers and their respective sessions!



Pre-Assessment Form



Ice breaker

- Write down 3 questions on 3 different post-it notes
- Introduce yourself to someone you haven't met
- Ask one of your questions...
- Exchange!



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GETTING TO KNOW CEC & STATE OF THE COUNCIL

Getting to Know CEC

- Getting to Know CEC
 - Umbrella Organization
 - CEC by the Numbers
 - Hierarchy/Governance
 - Policy Structure
 - Staff
- State of the Council
 - Membership
 - Division/Unit Membership
 - Finances
 - Strategic Plan
 - New Initiatives



“Umbrella Organization”

- Association designed to cover large fields where activities may occur in silos without full support of field
- Allows for coordinated activities; sharing of resources
- Provides identity, brand to smaller organizations



Units	Local Chapters	Student Chapters	Divisions	Subdivisions	Affinity Groups
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Units	Local Chapters	Student Chapters	Divisions	Subdivisions	Affinity Groups
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- Affiliated through CEC Headquarters
- Based on geography (US State or Canadian Province)
- “Mini” localized versions of CEC
- All separately incorporated, own Boards of Directors
- Join through CEC; members must belong to CEC and Unit both
- Dues are included as part of CEC dues
- 47 State Units, 3 Provincial Units, almost 1 District Unit! **(yay)**



Units	Local Chapters	Student Chapters	Divisions	Subdivisions	Affinity Groups
-------	----------------	------------------	-----------	--------------	-----------------

- Affiliated through and report to their State/Provincial Unit
- Based on geography (parts of a State/Province)
- “Mini” localized versions of State/Provincial Unit
- Separate governing Boards; may have dues (collected locally)
- Members join a chapter in their member profile at CEC
- Members must also belong to the relevant Unit and CEC
- Hundreds existed at one time

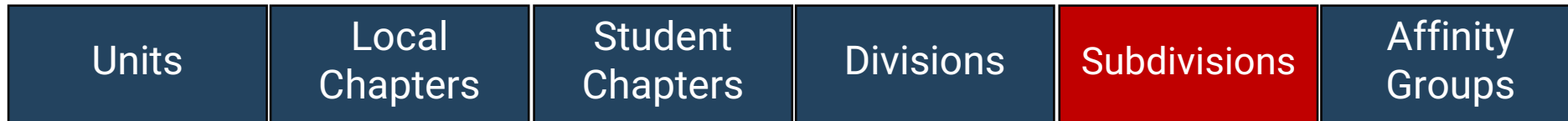


- Affiliated through and report to their State/Provincial Unit
- Based on a university/college
- “Mini” versions of State/Provincial Unit
- Separate governing Boards; may have dues (collected locally)
- Members must also belong to relevant Unit and CEC
- Members join a chapter in their member profile at CEC
- Hundreds existed at one time.

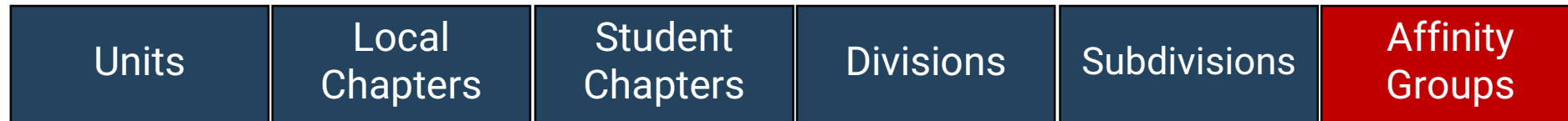


- Affiliated through CEC Headquarters
- Based on professional interests/role, practice setting, or focus in a specific exceptionality
- All separately incorporated, own Boards of Directors
- Join through CEC; members must belong to both CEC and Division(s)
- Additional dues charged at time of joining
- 18 currently exist

- Council of Administrators of Special Education (CASE)
- Complex and Chronic Conditions: The Division for Physical, Health and Multiple Disabilities (CCC)
- Division of Leaders and Legacy (CEC-DLL)
- Division for Research (CEC-DR)
- Council for Educational Diagnostic Services (CEDS)
- Division on Autism and Developmental Disabilities (DADD)
- Division of Visual and Performing Arts Education (DARTS)
- Division for Communication, Language, and Deaf/Hard of Hearing (DCD)
- Division on Career Development and Transition (DCDT)
- Division for Culturally and Linguistically Diverse Exceptional Learners (DDEL)
- Division for Emotional and Behavioral Health (DEBH)
- Division for Early Childhood (DEC)
- Division of International Special Education and Services (DISES)
- Division for Learning Disabilities (DLD)
- Division on Visual Impairments and Deafblindness (DVIDB)
- Innovations in Special Education Technology Division (ISET)
- The Association for the Gifted (TAG)
- Teacher Education Division (TED)



- Affiliated through and report to Special Interest Divisions
- Based on geography (State or Province)
- May be separately incorporated; governed by rules of Division
- Join through Subdivision; membership not tracked by CEC
- Additional dues may be charged at time of joining



- Formerly known as “caucuses”
- Affiliated through CEC Board / HQ
- Based on shared background or interest, not professional role
- Informal networking, connections and mentoring
- Creating and sharing of resources; supporting changes within CEC to support a more diverse membership
- Join through CEC profile
- Seven exist

Current Affinity Groups

- American Indian, Alaska Native, Native Hawaiians
- Asian/Asian American/Pacific Islander
- Black
- Educators Who Are Also Parents of Children with Disabilities
- Educators with Disabilities
- Hispanic/Latino
- LGBTQ+

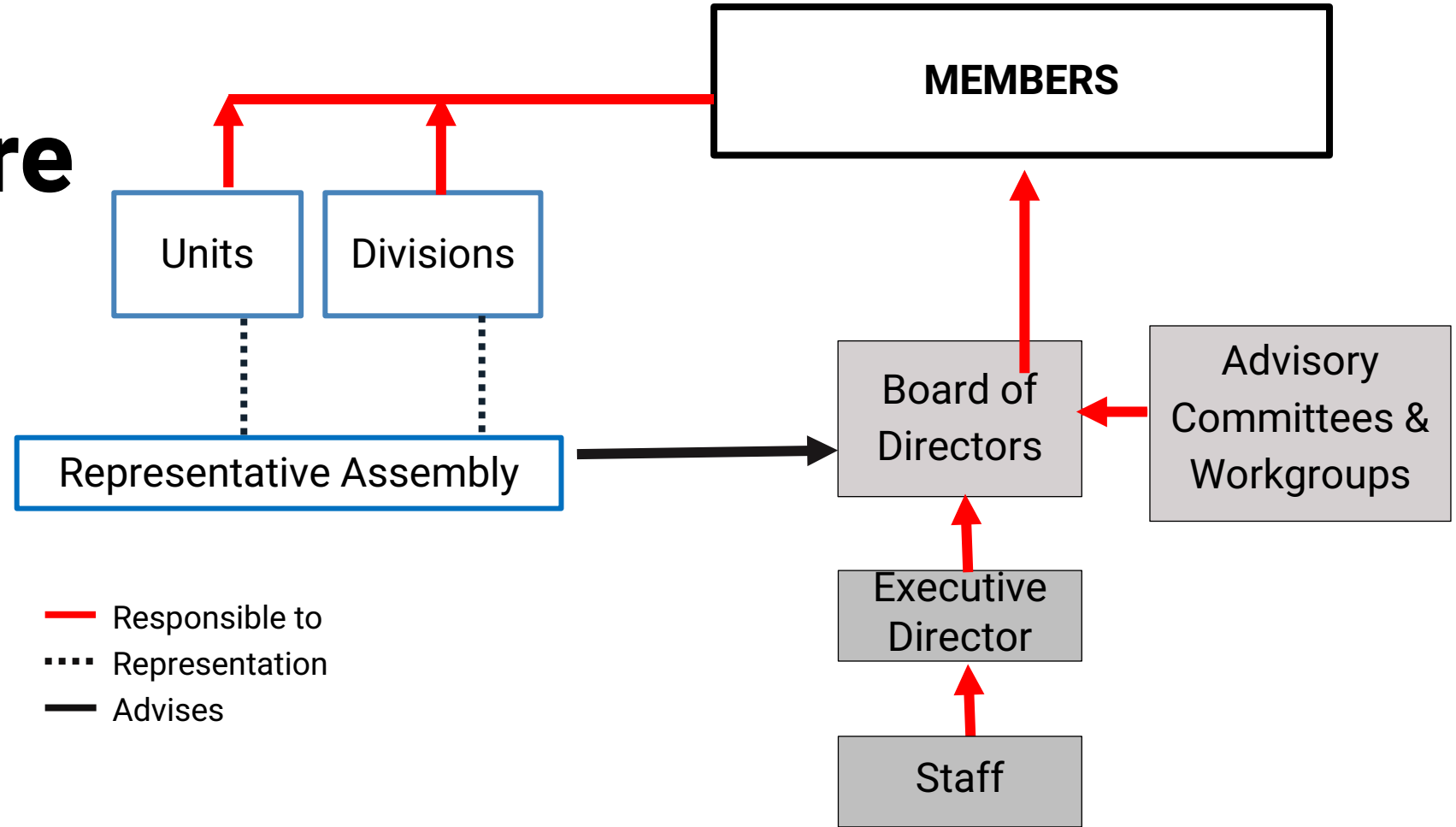
Units	Local Chapters	Student Chapters	Divisions	Subdivisions	Affinity Groups
-------	----------------	------------------	-----------	--------------	-----------------

Do you know which COMPONENT you are representing at the Leadership Institute?

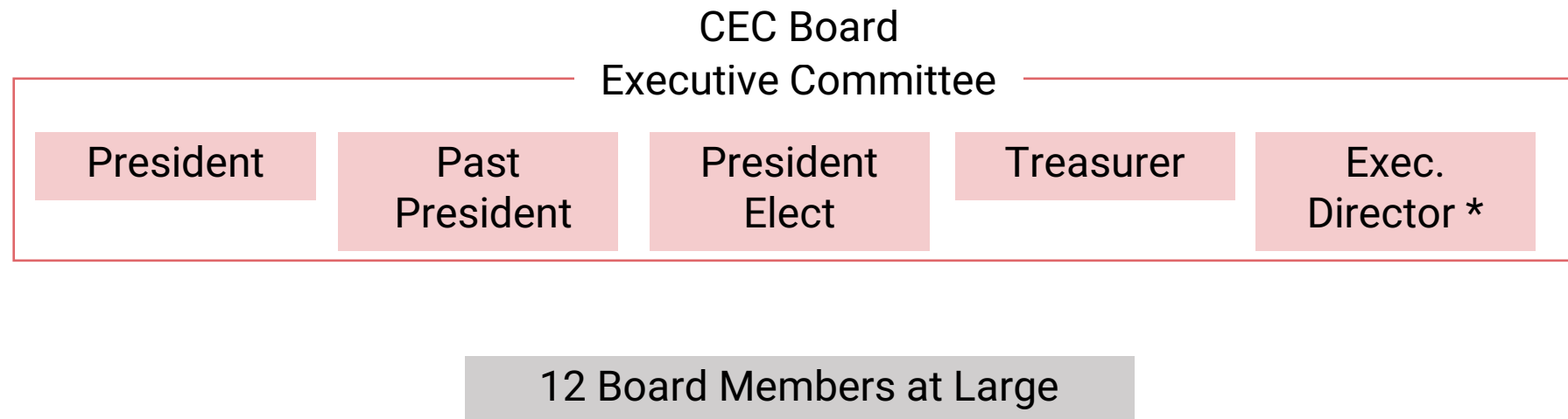
CEC by the Numbers

- 20,494 Members
- 16 Board Members
- 16 Committees
- 31 Staff
- 18 Special Interest Divisions
- 51 Units
- 7 Affinity Groups
- **Thousands of volunteer leaders!**

CEC's Structure



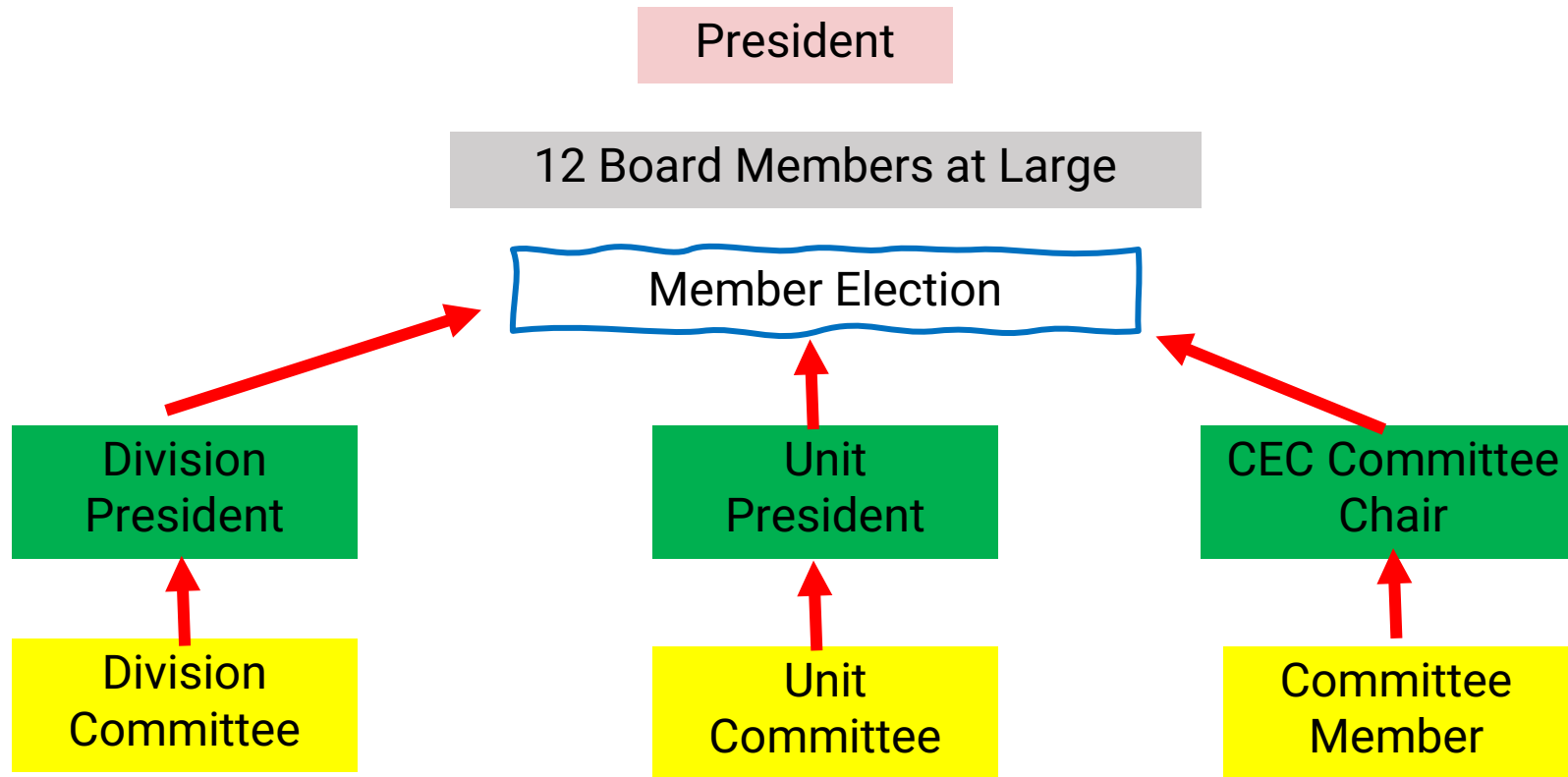
Board Structure



How do recommendations get to the Board?

- Divisions
 - DRC (Division Relations Committee)
- Units
 - CEC Staff
 - Directly to whatever committee it applies to
- Committees
- Always can bring to CEC Staff
- Run for the Board!

Leadership Pipeline



Volunteer Square



“Volunteering has opened me up to the wider world of special education outside of the classroom. In my five years as a CEC member and volunteer, I have learned so much about more about the field, expanded my professional network and career options, and met the most amazing teachers who have helped shaped the work I do today. Because of this, I have a reinvigorated appreciation and love for special education and the exceptional students we serve.”

Belkis Choiseul-Praslin

Student and Early Career Committee Member

[Read more from Belkis](#)

Volunteer Square

- Over 536 individuals wanting to get involved
- Many are not members yet, but could be!

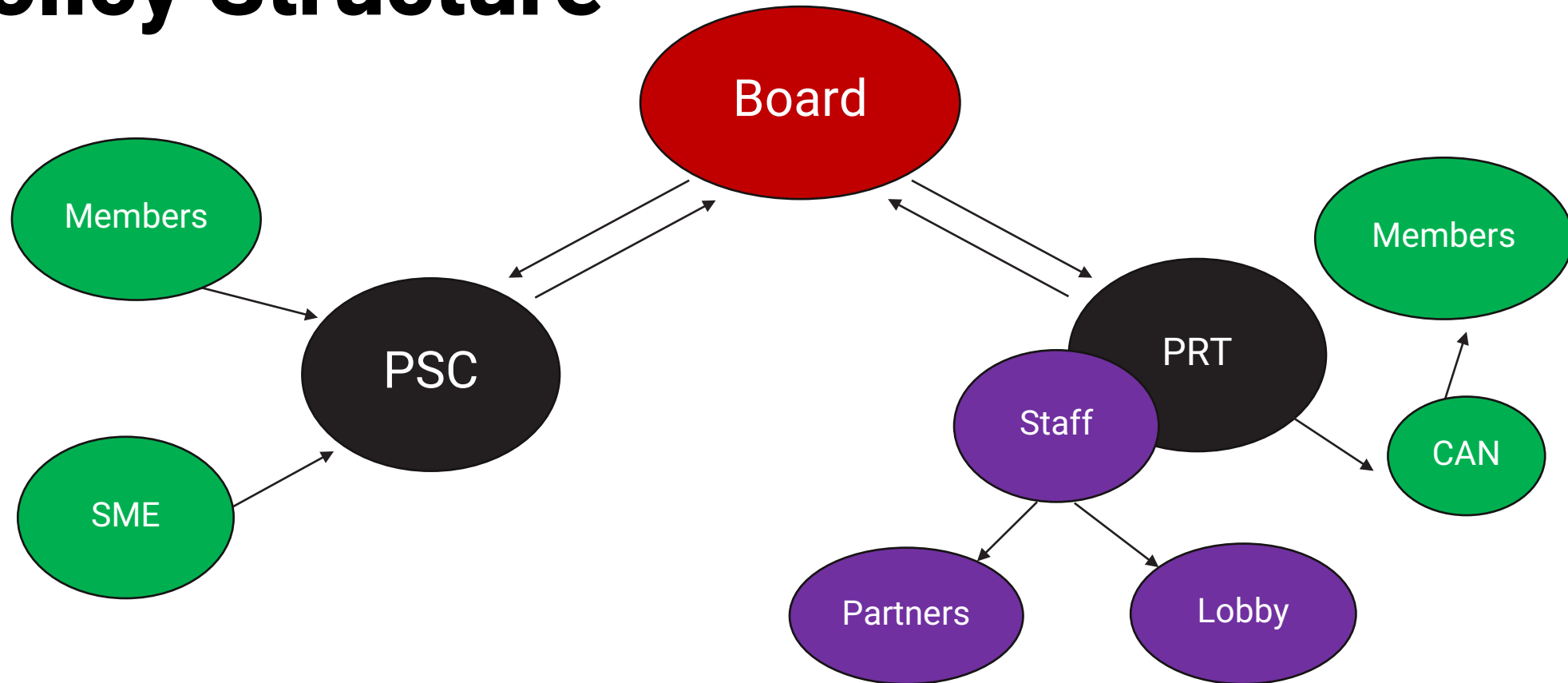
CEC Volunteer Square

This page is ONLY for Division and Unit leaders and should not be shared publicly. Data in this report is only to be used for the purpose of recruiting volunteers to support CEC's volunteer recruitment efforts.

Export the data to see the full data for each volunteer, including why they want to volunteer and what kinds of work they are interested in specifically.

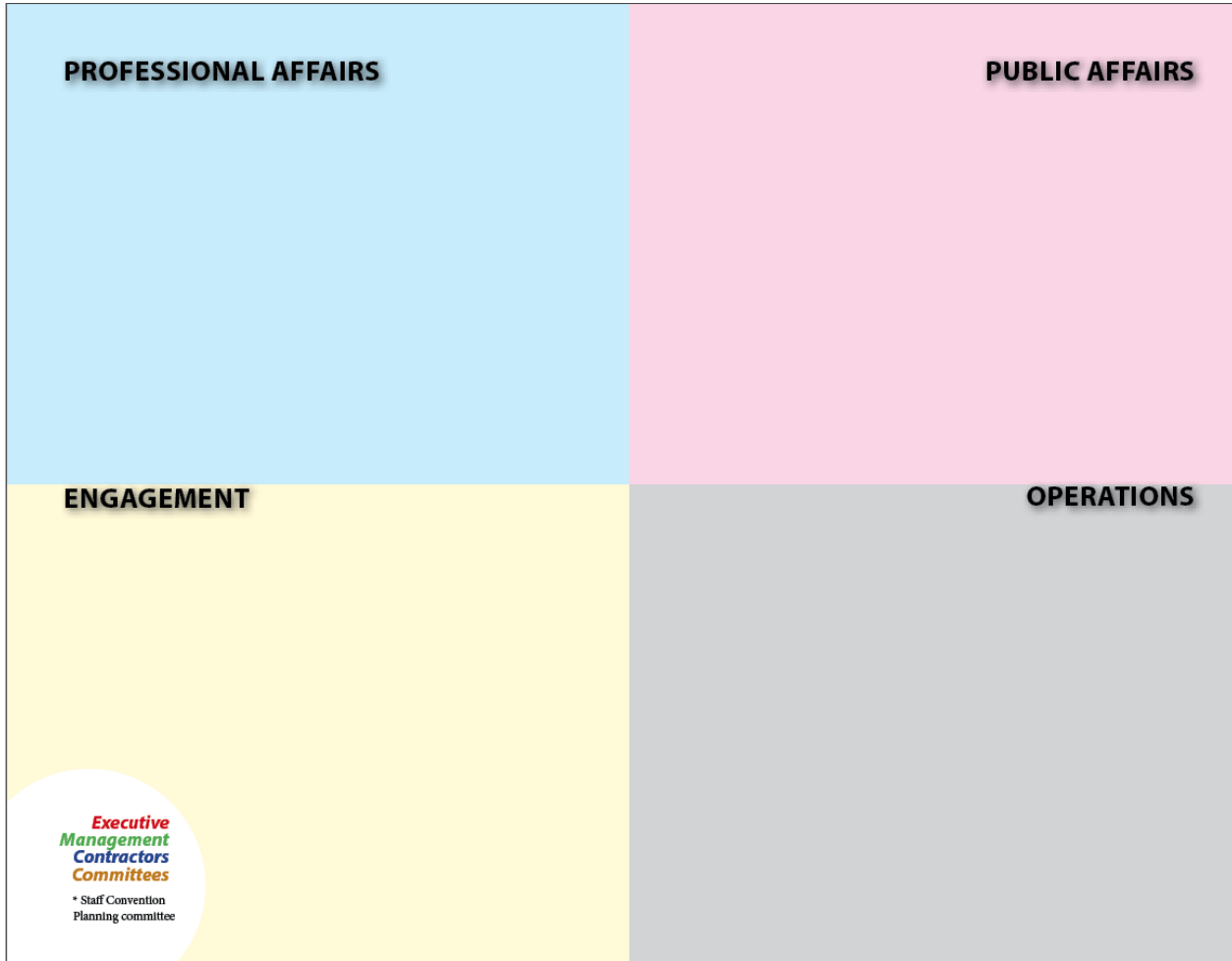
Entries << < 41-50 of 376 > >>							
	Name	Last	Organization/School/University	Select Your Local State/Province	How long have you been employed in education field	Professional Role	Briefly share any volunteer work you have done before (CE...
41	sandy	shacklady-white	Pattan - East	Pennsylvania	12+	Teacher	Honore committee Researc committee PA CEC advisory board PA CASE board Suicide prevention trainer
42	Kalynn	Pistorio	Columbus State University	Georgia	8-11	Higher Education Faculty	Website administrator, conference proposal reviewer for a variety of conferences, conference location proposal reviewer, Holmes Research Coordinator
43	Teresa	Wagner	Miami County Educational Service Center	Ohio	12+	Teacher	* 30 years advocating an local, state, national level for persons with disabilities
44	Linda	Schipman	Bering Strait School District	Alaska	12+	Teacher	Special needs theater director/organizer. Background in media, TV, Theater, and Film.
45	Lisa	Collins	School	Michigan	12+	Other	
46	Elizabeth	McMahan	University of Wyoming	Wyoming	12+	Other	I have volunteered in many capacities and roles in Girl Scouts, Girls on the Run, Special Olympics, Church organizations, and PTA/PTO.
47	Radha	Balasubramaniam	Toyon Elementary	California	12+	Teacher	Den Leader for 4 years in my son's Cub Scouts. Mentor parent or Merit Badge Counselor for my son's Boy Scouts Troop for over 8 years.
48	Megan	Dumond	American University	District of Columbia	4-7	Other	I have held various volunteer leadership roles in student government.
49	Qwaye	Bright	Arizona Department of Corrections	Arizona	12+	Other	I have not done volunteer work, but I really want to.
50	Kinara	Vitha	Florida State University	Florida	0 - Still a Student	Student	Give Kids the World Non-Profit Organization. Worked as a volunteer to support children and families with critical illnesses.

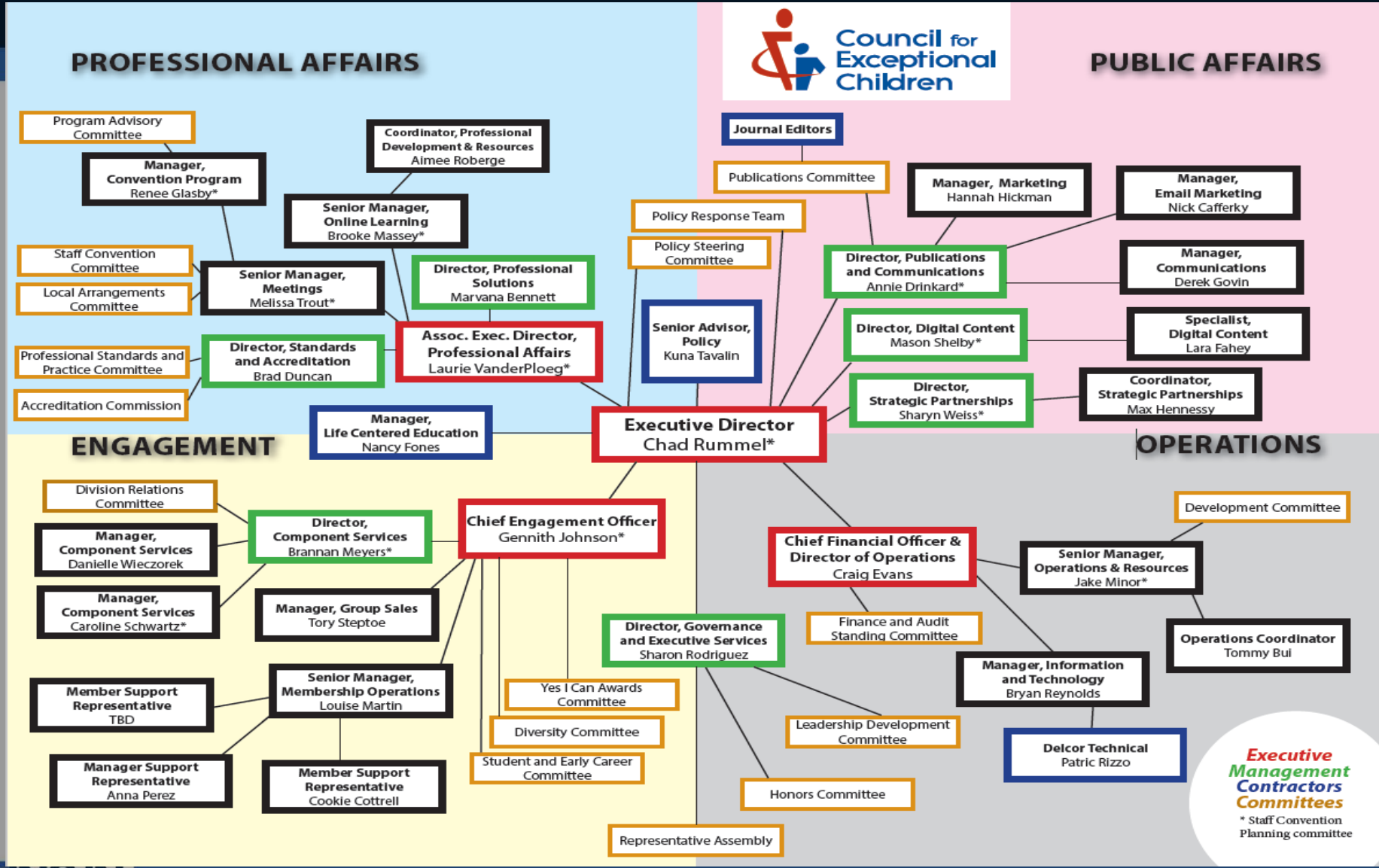
Policy Structure



CEC Committees

- Accreditation Commission
- Development/Fundraising Committee
- Diversity
- Division Relations Committee
- Finance & Audit Standing Committee
- Honors Committee
- Leadership Development Committee
 - Leadership Development Program Subcommittee
- Local Arrangements Committee (Convention)
- Policy Response Team
- Policy Steering Committee
- Professional Practice and Standards Committee
 - Knowledge and Skills Subcommittee
- Program Advisory Committee (Convention)
- Publications Committee
- Special Education Legislative Summit Planning Committee
- Student & Early Career Committee
- Yes I Can Committee





Executive Management Contractors Committees
* Staff Convention Planning committee

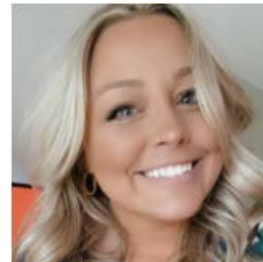
Who you need to know:

DIVISIONS



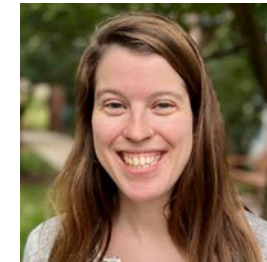
Brannan
Meyers

UNITS



Danielle
Wieczorek

CHAPTERS



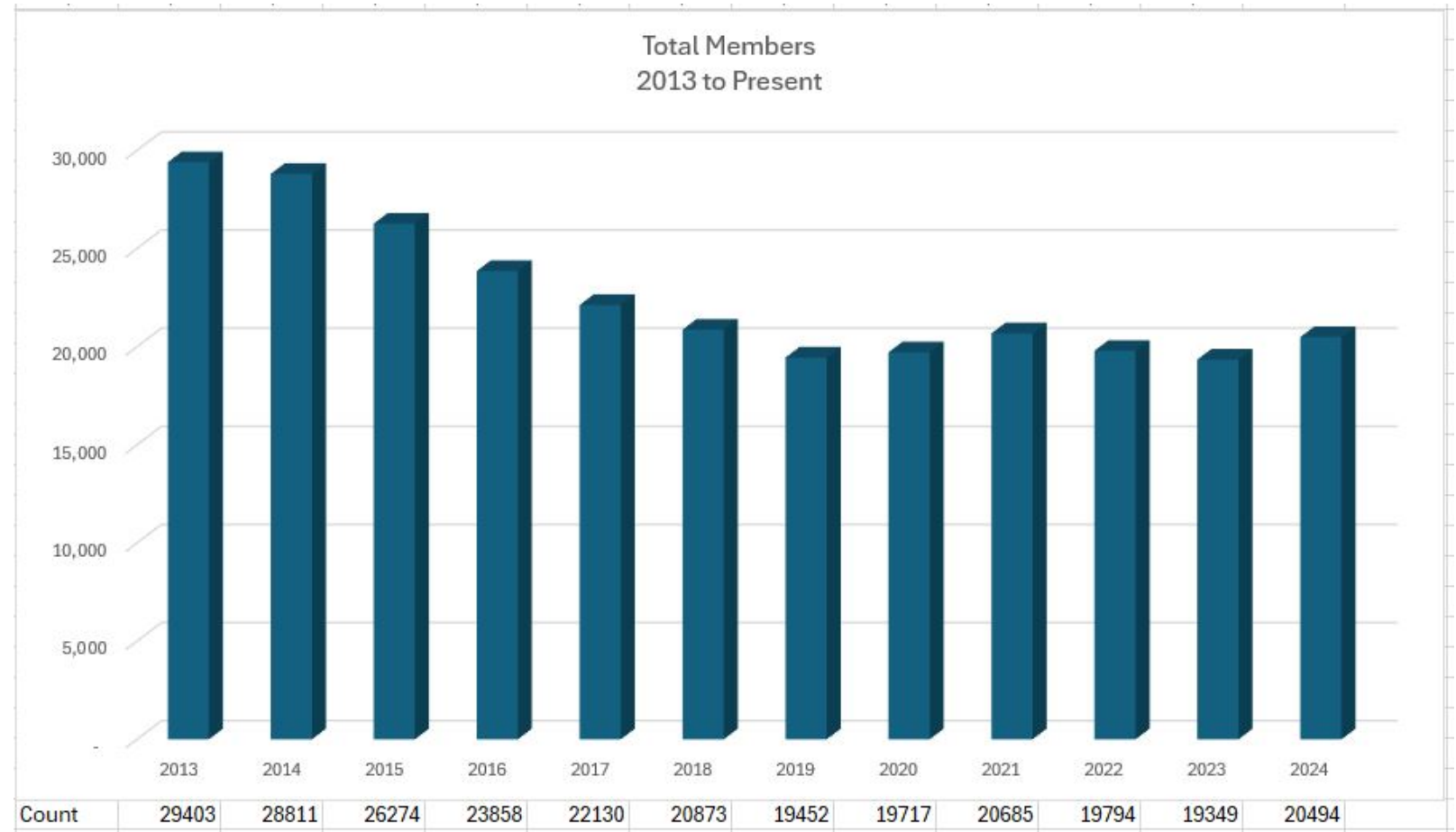
Caroline
Schwartz

State of the Council

- Getting to Know CEC
 - Umbrella Organization
 - CEC by the Numbers
 - Hierarchy/Governance
 - Policy Structure
 - Staff
- State of the Council
 - Membership
 - Division/Unit Membership
 - Finances
 - Strategic Plan
 - New Initiatives

Membership

6% Growth



10 Divisions had Growth

Division Member Growth

- CEDS (5)
- ISET (6)
- DLL (10)
- DARTS (13)
- CCC (16)
- DISES (35)
- TED (86)
- DCDT (95)
- DEC (114)
- CASE (179)

Division by Percent Growth

- ISET (2%)
- CASE (3%)
- CEDS (5%)
- TED (6%)
- DEC(7%)
- CCC (9%)
- DLL (10%)
- DCDT (10%)
- DISES (10%)
- DARTS (15%)

8 Divisions Lost Members

- Division Member Growth
- Division by Percent Growth

25 Units Had Growth

1-14%

- Arizona
- California
- Connecticut
- District of Columbia
- Delaware
- Florida
- Illinois
- Louisiana
- Michigan
- Missouri
- Montana
- North Carolina
- North Dakota
- New Mexico
- Wisconsin
- Wyoming

25 Units Had Growth

15-25%

- British Columbia (2nd year in this category!)
- Indiana
- New York
- Oklahoma
- Texas

RHODE ISLAND

417%

(from 60 to 310 members)

Financial Stability

- CEC carried a surplus in 2023
- Projecting surplus for 2024
- Success due to:
 - Outstanding conventions
 - Strategic partnerships
 - CEC Solutions
 - Publications sales



Strategic Plan

Every CEC member
was invited to
**PROVIDE
INPUT**

1,886
INDIVIDUAL MEMBERS
COMPLETED
INITIAL SURVEY

15 FOCUS
GROUPS
WITH
VARIOUS
MEMBER
GROUPS

7 FOCUS
GROUPS
WITH
DIVISION
& UNIT
LEADERS

20+
HOURS OF BOARD
DELIBERATION &
CONVERSATION



FORWARD.



TOGETHER.

Council For Exceptional Children Strategic Plan
2022-2026

Strategic Goal #1

Develop and support an effective and diverse workforce of special education professionals

Strategic Goal #2

Intentionally embed diversity, equity, inclusivity,
and accessibility within CEC

Strategic Goal #3

Increase the impact of CEC's policy agenda for education professionals and for individuals with disabilities and/or gifts and talents

Strategic Goal #4

Establish CEC as a globally recognized leader in the field of special education

New and new-ish Initiatives

Engagement

- FREE Teacher Candidate Support Network Membership
- Diversity Leadership Academy
- Racial Justice Grant
- Student Chapters
 - Increased Support and Resources
 - Student Chapter Advisor Community
 - Student Chapter Leaders/Advisors Breakfast @ Convention

Professional Development

- Updated HLP's to include Culturally Responsive Strategies
- CEC Solutions
- PD series: New and Early Career
- New Learning Management System for Learning Library
- Workgroups:
 - Building Level Administrators
 - Family Partnerships

New and new-ish Initiatives

Standards

- Revised Initial Gifted Educator Standards will be released soon
- Early Adopter programs working toward CEC Accreditation

Publications

- High Leverages Practices 2nd Edition
- Journals: focus on educators and researchers, diversity and inclusion
- Updated review program and matrix for book submission

New and new-ish Initiatives

Collaboration

- Interdivisional Grants
 - Applications for 2025 opening soon
 - Resources from 2024 recipients on, or coming to, CEC's website
- Unified TOY Application Process for Units
 - Information Coming Soon

Policy

- More Divisions engaging with Capitol Hill
- Bringing people together to advocate- SELS and beyond!

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Activate your Membership

Brannan Meyers, Director of Component Services
Danielle Wieczorek, Component Services Manager

Session Focus

- Weekend built around the resources, tools, people and networks that exist to support you in your role as a component leader
- This session is focused on supporting members and how you, as a leader in a component, should:
 - Promote and expose members to existing benefits and resources
 - Adapt or repurpose resources to meet your member needs
 - Be aware of and promote as member benefits

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Policy & Advocacy

Policy Insider

- Share articles with members & non-members to promote awareness and encourage members to take action!

CEC Legislative Action Center

- Create your own State Call to Action in the CEC Legislative Action Center
 - *Pro Tip: Ask Kuna for resources ahead of time; to review and propose edits to your Call to Action before having it added!*

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Kuna Tavalin

Senior Policy & Advocacy
Advisor



- **Email Kuna:**
ktavalin@exceptionalchildren.org

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CEC Publications

Publication Discount Codes

- Leverage opportunities to promote CEC publications by offering a complimentary discount code via:
 - Component meetings and events
 - Component social media
 - Component member communications

Publication Releases

- Leverage CEC's publication emails by resharing to members to inform them of new releases and related promotional webinars:
 - In your component's CECCommunity
 - Via social media
 - Member communications

Special Education Today (SET) & Blogs

- Share impactful articles or blog posts with members to:
 - Highlight the article in its entirety
 - Share why it was helpful or how to use it
 - Connect members with relatable and relevant content

Publication Authors

- Invite publication authors to speak at:
 - Upcoming virtual meetings and events
 - Upcoming in-person meetings and events

Membership

- Utilize CEC publications as a membership driving initiative in:
 - Renewal campaigns
 - Membership recruitment campaigns
 - Communications to highlight life examples of these not only promotes this benefit but instructs members how to use the benefit.

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Annie Drinkard

Director of Communications
and Publications



Jake Minor

Senior Manager of Operations
and Resources

- **Email the Publications Team:**
service@exceptionalchildren.org

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Membership

Onboarding

- Connect with your new members as they learn how to utilize their CEC membership benefits and resources by promoting and encouraging attendance at **CEC onboarding town halls.**

Student Member Career Support

- Attract and retain student members by sharing:
 - CEC's Interview Hacks Video Series
 - CEC resources on how to land their first job

Student Member Career Support

- Promote CEC's Teacher Candidate Support Network
 - Benefits of participating:
 - Complimentary CEC Pre-Service Student Membership 8/1/2024 thru 7/31/2025
 - Access to bi-weekly resources to support you in student teaching
 - An online community where you can share questions and gain feedback from your peers
 - Opportunity for your cooperating teacher and university faculty member to be provided the same resources, as well as talking points to discuss the resource with the student teacher
 - Membership includes \$1 Million Student Educator Professional Liability Insurance Policy*

Student Member Support

- Inform pre-service students to take advantage of the \$1 Million Student Educator Professional Liability Insurance

Supporting BIPOC Members

- Promote and encourage your BIPOC members to:
 - Apply for CEC's **Emerging Special Educators of Color Leadership Travel Award** to the CEC Convention
 - Apply for CEC's **Diversity Leadership Academy**

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Gennith Johnson
Chief Engagement
Officer



Louise Martin
Senior Membership Manager

- **Email the Membership Team:**
service@exceptionalchildren.org

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CEC Awards

Student Awards

- Promote nominations for the Outstanding Student Award

Professional Awards

- Promote all professional awards and encourage member nominations for the:
 - CEC Teacher of the Year Award
 - CEC Special Educator Rising Star Award
 - Outstanding CEC Paraeducator
 - Outstanding CEC Student Chapter Advisor Award
 - CEC Special Education Research Award
 - Outstanding CEC Leadership Award
 - CEC Special Education Lifetime Achievement Award

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Gennith Johnson
Chief Engagement
Officer



Sharon Rodriguez
Director of Governance and
Executive Services

- **Student Awards Contact:** students@exceptionalchildren.org
- **Professional Awards Contact:**
srodriguez@exceptionalchildren.org

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Professional Development

Exceptional Teachers Resource Repository

- Leverage the ETRR to:
 - Share ready-to-use resources with teachers, support staff, and building leaders to inform their practice
 - Encourage members to submit to increase resources and elevate awareness of professional work
 - Recognize your members who have submitted resources that have been accepted and added to the repository

On-Demand PD

- Provide members with curated lists of recommended and available on-demand PD from CEC's Learning Library:
 - On a specific topic following topical webinars or events to support their continued education
 - In newsletters to highlight available on-demand PD related to current events, challenges, etc. that your membership is uniquely facing
 - To specific member-types to support their unique professional experiences

On-Demand PD

- Organize a virtual or in-person learning community (or event!) using relevant on-demand PD as a foundation
 - Create a “viewing schedule” for members and organize follow-up discussions to take place aligned with your schedule
 - Format similarly to a “book club!”
 - Can be a multi-week virtual event!
 - Watch an on-demand program as a group and discuss collectively over Zoom or at an in-person event

HLP Resources

- Share resources directly from the HLP Website
 - Feature an “HLP of the Month” on social media or in a newsletter
 - Share resources and/or modeling videos to show teachers actively modeling how to use your selected HLP
 - Offer tips to building leaders so they can leverage these resources for your staff
- Support your para-members by sharing resources from the HLPs for Paraeducators resources

CEC Convention

- Identify sessions/presentations being offered and create recommended “schedules” for members attending the convention. This can be done by:
 - Member type
 - “Place” in their professional journey
 - Example: early career, mid-career, seasoned
 - Highly anticipated topic areas
 - Considering your DOE’s goals and aligning recommendations accordingly

**Leadership
Institute
2024**

**PIVOTING IN
LEADERSHIP**

**PASSION. IMPACT. VERSATILITY.
OPERATIONAL EXCELLENCE. TEAMWORK.**



Brooke Massey

Senior Manager of Online Learning



Aimee Roberge

Professional Development and Resources Coordinator

- **Email the Professional Development (Affairs) Team:**
pd@exceptionalchildren.org

Staff Contact Information

Find the entire CEC staff list **and** each department's email address on the CEC Website!



Department List	
Advertising	busdev@exceptionalchildren.org
Convention	convention@exceptionalchildren.org
Convention Exhibits, Sponsorship	busdev@exceptionalchildren.org
Customer Service	service@exceptionalchildren.org
Giving, Fundraising	giving@exceptionalchildren.org
Life Centered Education	LCE@exceptionalchildren.org
Member Support	service@exceptionalchildren.org
Membership	service@exceptionalchildren.org
Professional Development	pd@exceptionalchildren.org
Publications	service@exceptionalchildren.org
Special Education Legislative Summit	sels@exceptionalchildren.org
Standards	prostandards@exceptionalchildren.org

THANK YOU

- **Team Email:** components@exceptionalchildren.org
- **Brannan Meyers:** bmeyers@exceptionalchildren.org
- **Danielle Wieczorek:** dwieczorek@exceptionalchildren.org

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BREAK

Pass It On: The Art and Heart of Volunteer Succession Planning

Irving Washington

Two Word Check In!

Right now, I'm feeling __BLANK__ (insert conjunction)
__BLANK__.

- And
- But
- Yet

Live Poll: Getting to know the team

Join at
slido.com
#3506 022

Bookmark this link!



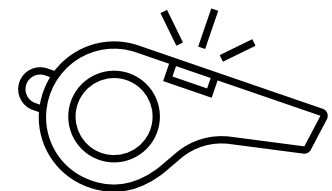
Who's Irving?

- Enjoys facilitating and speaking to volunteer leaders
- Current healthcare philanthropy exec
- Former CEO of media association
- Active in American Society of Association Executives
 - Diversity Executive Leadership Program
 - Certified Association Executive
 - ASAE Fellow
 - ASAE Board Member
- Aspiring Cook
- Part-Time Explorer: I love traveling.
- I like to lift very heavy things
- Self-identified Introvert (although some don't believe it!)
- Self proclaimed nerd to studies on happiness



Ground Rules for Today

- Embrace all experiences.
- Respectful engagement. Attention is a gift.
- Give each other the benefit of the doubt
- When in doubt, ask rather than assume
- Stay committed to developing a shared understanding of the issues
- Listen to learn rather than to plan a response or rebuttal
- Speak to the heart of the matter and share why something is important to you and not just the what
- Slow down the conversation
- Step up; Step Back



Exploration for Today



- Recognize and leverage the unique strengths of each volunteer leader
- Build a sustainable leadership development pipeline
- Foster a culture of appreciation, recognition, and continuous learning





Irving Washington speaks at the 2016 Online News Association Conference in Denver, Colo.

Letter from our CEO: A new season after 11 years of service at ONA



Michelle Johnson



Amy Eisman



Mary Jane “MJ Bear

“To promote the voices of young professionals working in or training to work in the field of Online news by presenting programs at the Association's annual meeting, or in other venues. The programs will be designed to explore and showcase innovations, developments and new ideas in the field by sponsoring panel presentations, keynote talks or other appropriate formats.”



Matt Mansfield



TS

MISSION

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The Tiffany Shackelford Foundation

We advocate for women leaders in media, working to help them succeed and thrive

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What is succession?

“the order in which or the conditions under which one person after another succeeds to a property, dignity, title, or throne.”

A succession plan is a document that outlines how your organization will fill key volunteer leadership positions when they become vacant

But really, what is succession?

- The mission that I care about matters more than the moment
- When it's time for me to leave, how do I want to leave things for the next person?
- Do I want to leave a foundation or a footnote?
- Planting trees you'll never sit under.

Three Things In Common (People)

- **Find and Grow Leaders:** Actively seek out and identify future leaders within your team through ongoing evaluation.
- **Build Leaders:** Invest in leadership development through training, mentorship, and increased responsibilities.
- **Transition and Pass the Baton to New Leaders:** Ensure smooth transitions by having detailed plans in place for leadership handovers.

Know Thyself



"Define yourself. Don't be an imitation of something or someone else."

— Viola Davis

Find and Grow Leaders:

- "Nobody feels better than a volunteer who has been personally approached."
- "You can't just call your friends. Have a wider circle, give people titles, **give them appreciation**, give them tasks."
- "I didn't necessarily go out looking for these opportunities. Most of the time, **they just sort of came to me.**"

Build Leaders:

- "The best thing you can ever say to anybody is these four words: **what do you think?**"
- "Give people titles, give them appreciation, give them tasks, and given timelines."
- "People don't necessarily want to be led the way you would want to be managed. They want to be managed the way they want to be managed."
- "I looked at it like it was, it was a lab, I would go and I would try stuff out. And if it was good, I'd keep it."

Transition and Pass the Baton to New Leaders:

- "I wasn't really thinking much about succession at that point, because I sort of, **I was loved, loved what I was doing, and I couldn't imagine stopping, I just couldn't imagine it.**"
- "You have to recognize you have to step away at some point."
- "If you're managing volunteers, find their special sauce too you know, what do they want to learn?"

Why Members Don't Accept Leadership Roles

- Fear of commitment
- Doesn't sound exciting
- Insecure about skills
- 'Old guard' unfriendly to newcomers
- New ideas are not fostered and supported
- Lack of understanding of programs
- Unclear goals
- They have watched others burn-out

- Create clearly defined responsibilities
- Set expectations
- Explain time commitments
- Clarify what success looks like
- Make new volunteers comfortable
- Model supporting new ideas

Remove Barriers to Leadership

Be Tactical: Define Specific Tasks

- Have a plan.
- Don't let someone slip away because at the time they offered to help, you did not have something for them to do. Keep a list of things that people can always do.
- Keep it simple at first. And provide opportunities with varying levels of responsibility.
- People are more likely to say “yes” when they understand the potential rewards.
- Create volunteer leader job descriptions.

- Invite a volunteer to something.
- Set up a support system for mentoring new leaders.
- Consider taking an item from your to-do list today and finding a capable volunteer to take it over.
- Provide recognition and feedback. Do this meaningfully— recognize that it's the person's first time helping out.
- Aside from a formal thank you, volunteers feel appreciated when folks pull them aside and thank them personally.

Delegate & Invest Time

G. **Gather** potential leaders

R. **Recognize** leadership qualities

O. **Offer** development opportunities

W. **Widen** responsibilities

B. **Benchmark** current leadership capacity

U. **Uplift** potential leaders

I. **Invest** in leadership development

L. **Link** current and future leaders

D. **Deploy** emerging leaders

B. **Build** your plan

A. **Assess** your current leadership

T. **Time** your leadership transitions

O. **Onboard** new leaders effectively

N. **Navigate** the transition process

What's one action we could take this year to advance succession planning or leadership development in our volunteer groups?

**If you're stuck on a problem,
try solving it at a different
level.**

If you ask, “What can we do to create a more unified country?” then you end up with vague answers that are difficult to implement.

**The problem is mostly
unimaginable at that level.**

But if you ask, “What can I do to create a more unified neighborhood?” then you can likely think of many small things that you can do to connect your friends and neighbors.

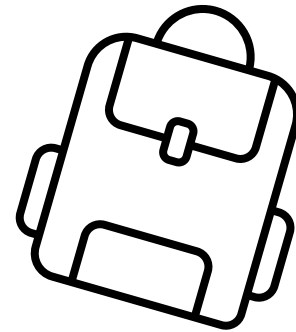
**Zoom in or Zoom out.
Problems that seem
impossible at one level are
often quite accessible from a
different one.**

James Clear

Let's Begin!

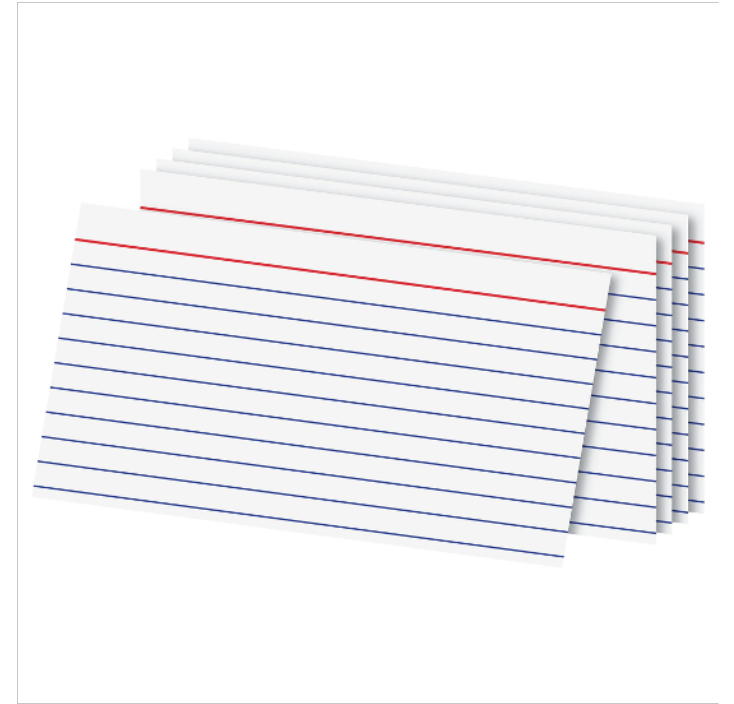
Transitions

Remember our elementary school transitions!



Step 1: Getting Started

1. Index card
2. Writing pen or marker
3. Curiosity!



Step 2: Write on your index card

How can state network leadership teams craft and use shared norms to improve collaboration, navigate challenges, and achieve common goals?

- Strategies
- Behaviors
- Disagreements
- Working Together

One Idea, One Card: Stick to a single thought or idea.

Brevity is Key: Concisely capture your idea in a sentence or two.

Top of Mind: What's most pivotal?

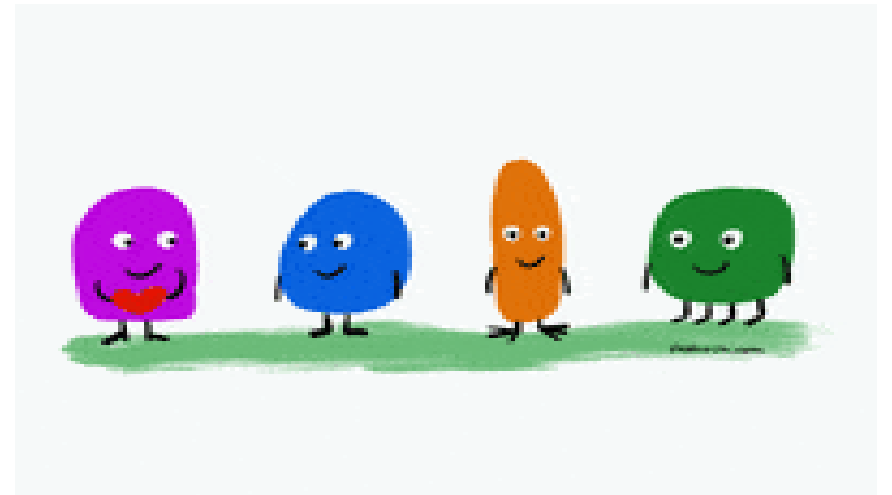
Think Widely: Think big and small across the profession.

Attribution: No attribution needed, however

**Step 2:
continued**

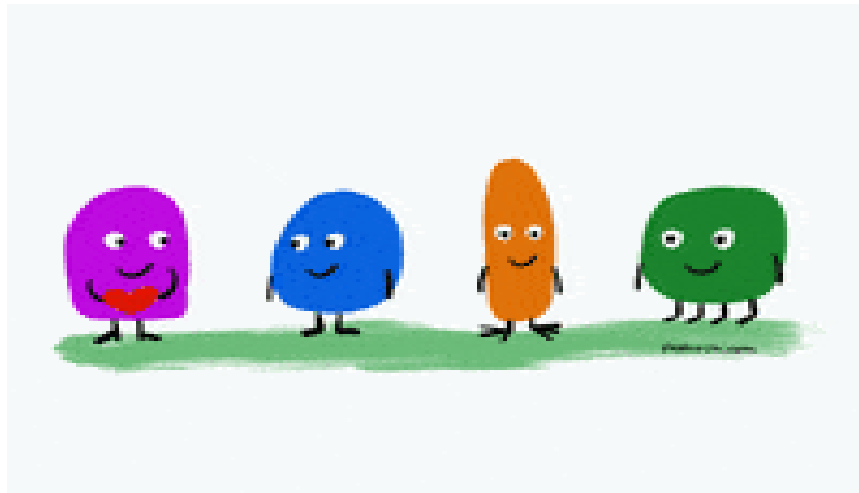
Step 3: Let's swap cards

1. Stand up
2. Pass your card to a peer.
3. You'll get theirs, but don't read it yet!



Now walk around the room. Repeat passing cards until you hear stop!

Don't read the cards yet!



**Step 3:
continued**

Step 4: Read

Stop and read the card in your hand. If it happens to be your card, switch with more people on your own.

Step 5: Reflect on the idea

On a scale of 1-5, how important does this idea feel for creating shared leadership norms in your opinion?

(5 = Very important / 1 = Not as important)

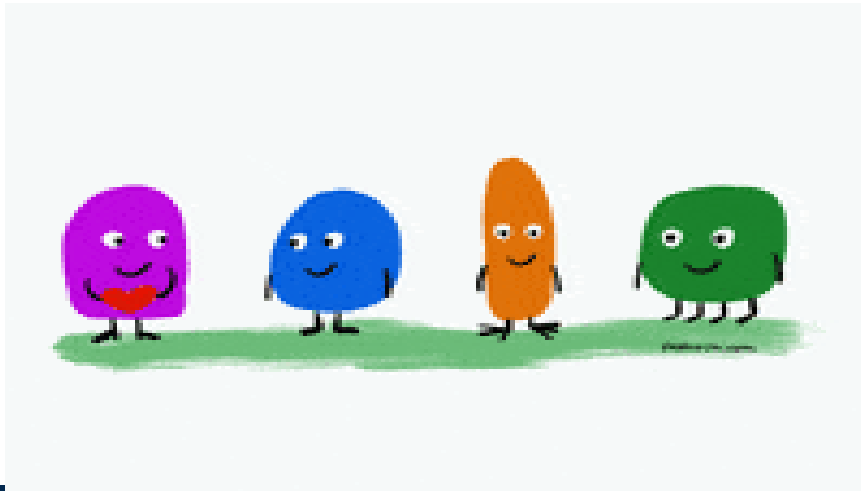
Step 6: Write the number

On a scale of 1-5, write the number in the top left corner on the back of the card.

(5 = Very important / 1 = Not as important)

Step 2: Let's swap cards...

...again and repeat!



- Pass your numbered card to a peer.
- You'll get theirs.
- Repeat passing cards until I say stop!
- When you hear 'stop', give your card a number and we'll repeat again.

Step 8: Time for math

Add the total numbers on the back of the index card.



Let's Discuss

Which themes emerged?

**Which cards scored a
25?**

**Which cards scored a
24?**

**Which cards scored a
23?**

**Which cards scored a
22?**

**Which cards scored a
21?**

SPIRIT OF CEC AWARD

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**Meet Networking
Dinner Host in Hotel
Lobby at 6pm *SHARP!***

Reminder: Walking to your location as a group!