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INDUSTRY TRENDS
**SET YOUR LEADERS UP
FOR SUCCESS**

Set Your Leaders Up for Success

Written by Cynthia D'Amour, MBA

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"I'm at the end of my term and finally get what I'm doing."

Have you ever felt that way? Or heard that said?

I want to know why it took so long to learn the job. Because you have to go through a calendar year in the position to really understand it?

- Why is that so?
- Where have you been prior to that?
- Don't you know what goes on in your chapter?

What I see as the main reason for the long learning curve is a lack of training and preparation for the position. Sure there are some fine tuning aspects which may get easier every time you do it. But too often major energy is lost learning as you go because you weren't set up to succeed.

Prior to stepping into the position, what kind of training did you get?

- Did the current leaders, mentor you and invite you to participate in their process?
- Did they bounce ideas off you?
- Did you get to shadow them on some of the work?

(If you are a current leader, are you grooming your future replacements?)

During transition training, what kind of specific job-related training did you get?

- Did you spend an hour or two going through materials one-on-one with the person you are replacing?
- Did they provide you with samples of their work?
- A calendar of what to expect?

If this person was unable or unwilling to help train you, what happened?

- Did you ask your president to find another mentor?
- If president, did you ask your national office to recommend you to similar chapter officeholders who could help you fill in the gaps?
- Did you check out the chapter leader website area to see what resources national might offer? Especially best practices from others who walked in the same shoes?

Yes, I'm leaning a bit hard on you to be responsible to get the training you need to be effective and efficient in your new leadership positions. You will save time a ton of time in the long haul if you invest in learning what you need in the front end of your term - and then getting additional help as you need it through the year. Plus, your chapter needs you to be focused and moving the mission forward - not being consumed by learning the position as you go.

If you are a current leader, you have a fiduciary duty to secure the future of your chapter. If you don't train incoming leaders properly, they may fumble and miss something important - and put your chapter at risk. You will also burn out your leaders faster by not preparing them to succeed in their work for your chapter. General leadership training is a year-round job and should be open to all chapter members. (It's how you help build your future leader pool.)

Specific job-related training needs to happen ideally before the person steps into their new leadership role. How well does your chapter prepare new leaders to succeed for your chapter? Who manages the process - and makes sure it happens?

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About the Author

Cynthia D'Amour, MBA, is the author of *The Lazy Leader's Guide to Outrageous Results*, founder of the Chapter Leaders Playground, and is a frequent speaker at leadership conferences. Follow Cynthia on Twitter @CynthiaDAmour or on her blog. Join Cynthia live by attending one of the Get More Volunteers Now! Workshops across America this year. [Click here](#) for more information or to register.

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