

## **PROMOTING LEADERSHIP: BRANCH SUCCESSION PLAN**

**(approved 2023)**

In alignment with AAUW's areas of focus, in 2019 the American Association of University Women (AAUW) Crystal Lake Area Branch, Inc , adopted a branch strategic plan which included four macro areas of work. One of these was the task of promoting leadership skills and opportunities for women in education and non-profits.

In order to address this task within the Branch, the Board has adopted this series of measures designed to strengthen members' leadership skills and to engage them actively in the management of the branch. It is anticipated that such widespread involvement will ensure the longevity of the branch, and thus its steps are collectively referred to as the Branch Succession Plan.

1. Ascertain new members' interests and talents in order to engage them with a mentor, an interest group, or in a branch task early on.
2. Encourage members to attend state and national meetings to enhance members' knowledge about AAUW and to encourage an interest in leadership.
3. Encourage members to take advantage of AAUW leadership materials or training, and/or offer leadership training locally.
4. Create numerous appropriate Branch leadership positions (of varying types) to involve many members in leadership experiences. Develop some collaborative leadership positions, with staggered terms of office, in order to provide both mentoring to the new officer and the sharing of position responsibilities.
5. Have the listing of current Branch positions and the names of the persons in these positions available on the Branch website. The job descriptions for major leadership positions should also be available on the Branch website.
6. Actively encourage members to seek elected positions and utilize appointed positions to both take advantage of members' talents and to engage as many branch members as possible in branch leadership.