

Passing the Torch ... Leadership Development Program (LDP) Guidelines

Description

The Leadership Development Program (LDP) is an important extension of the STC Florida Chapter's student mentoring program. However, it is not limited to former students. Any new chapter member who meets the qualifications for an LDP Coach or Rising Star is eligible to participate.



Objectives

- To pair up-and-coming new chapter leaders such as incoming officers and committee managers with veteran community members for mentoring to help them maximize their leadership potential, both within STC and on the job.
- To capture the experience, knowledge, and wisdom of the “tribal elders” by passing it along to their successors in chapter leadership roles.

Process

1. The LDP manager, consulting with the voting Administrative Council, identifies veteran STC community leaders based on the eligibility qualifications below and invites them to participate in the LDP as Coaches.
2. The LDP program manager, consulting with the voting Administrative Council, identifies emerging new chapter leaders based on the eligibility qualifications below and invites them to participate in the program as Rising Stars.
3. Coaches and Rising Stars fill out brief LDP application forms. Given a list of 18 leadership skills, each Coach and Rising Star does a self-assessment, ranking his/her leadership skills from strongest (top 6) to average (middle 6) to weakest (bottom 6).
4. The LDP manager pairs the LDP partners by matching the Coaches' strongest leadership skills with the Rising Stars' weakest leadership skills (areas for growth and development).

Eligibility Qualifications*

Coaches: LDP Coaches are STC veterans with at least 10 years' experience in STC community leadership roles within our chapter and/or other STC communities. The field includes, but is not limited to STC Associate Fellows and Fellows, past chapter presidents, and past Special Interest Group (SIG) managers.

Rising Stars: Rising Stars are emerging new chapter leaders who have assumed a position of responsibility within the expanded Administrative Council that entails a full-chapter-year commitment. The field includes, but is not limited to new officers and committee managers.

* The LDP manager has some latitude in applying these qualifications as long as he/she gets the approval of the voting Administrative Council before extending invitations to prospective new Coaches or Rising Stars.

Coaching Approach

The approach taken by individual LDP pairs is flexible.

A typical approach would be for a pair to meet face-to-face to identify the leadership skills to focus on and map out a development plan in those areas. Development activity should include at least a few face-to-face meetings, but development can also be achieved via email, phone, IM, and social media. The most important thing is for the Rising Star to seek out the coach's advice and support when facing key decisions and actions in his/her role as an STC community leader or in a lead role on the job. In such instances, the key is real-time communication, not necessarily face-to-face communication.

The span time of the LDP is typically one chapter year, although that, too, is flexible.

Administrative Elements

Administrative elements are minimal, limited to the application and pairing process plus brief mid-year and end-year status reports from the LDP pairs to the LDP manager.

Confidentiality

All personal information provided to the LDP manager on the Coach and Rising Star LDP applications and the mid-year and end-year status reports, as well as all communication between Coaches and Rising Stars, is confidential. No personal information is to be shared with others or published without the permission of the parties involved.