

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

**Description:** The Leadership Development Program (LDP) is an informal but important extension of the Orlando Central Florida STC Chapter's student mentoring program.

### Objectives:

- To pair up-and-coming new chapter leaders such as incoming officers and committee managers with veteran community members for informal 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. LDP program coordinators, consulting with the Administrative Council, identify and contact potential coaches (e.g., senior STC members, Associate Fellows, Fellows).
2. LDP program coordinators, consulting with the Administrative Council, identify early-career chapter leaders to be Rising Stars. (The number of Rising Stars is driven by the number of available coaches.)
3. Coaches and Rising Stars fill out very brief LDP application forms. Given a list of leadership skills, each group does a self-assessment, ranking their skills from strongest to weakest.
4. The coordinators pair the groups by matching the coaches' strongest leadership skills with the Rising Stars' weakest leadership skills (areas for growth and development).

### Coaching Approach:

By design, the LDP is informal, so 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 key 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 a 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 would typically be one chapter year, although that, too, is flexible.

### Administrative Elements:

As befits an informal program, administrative elements will be minimal, likely limited to the application and pairing process plus brief, informal mid-year and end-year status reports from the LDP pairs.

### Confidentiality:

All personal information provided on the Coach and Rising Star LDP applications and the mid-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.