2010 SOS Submission: Greater Atlanta Volunteer Leadership Development - Leadership Academy

**Submission Date:** 8/6/2010 12:56:04 PM
**Chapter Name:** Greater Atlanta
**Chapter ID:** CH9047
**Chapter Location:** Atlanta GA
**Chapter Membership Size:** Large (301+)
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**Description of Effort:** The Leadership Development Initiative (LDI) is a multi-phased, multi-delivery method approach to insuring that the current and future leadership of the Greater Atlanta Chapter of ASTD have the skills necessary to insure the Chapter’s sustainability. Beginning with New Member Orientation, new members are exposed to the idea of volunteer leadership and encouraged to share their unique talents. The LDI process then moves through the multi-session Leadership Academy, where those who are interested are exposed to what it means to be a volunteer leader for the Chapter. Utilizing a series of teleclasses and self-study, participants will be given the foundational information for the Leadership Academy Capstone Session, where they will be given the interpersonal skills to feel confident in leading other volunteers meeting the needs of the chapter. At the end of the Leadership Academy our future leaders will possess the skills and information necessary to decide if a leadership position is right for them.

**Need Addressed:** Volunteer leadership development / succession planning.

**Does this effort align with your chapter mission?** Yes

**Does this effort align with ASTD’s mission?** Yes

**Target Audience:** Potential/existing volunteer leaders.

**Costs/Resource Use:** For this program we elicit 'in-kind' donations (e.g. webinar technology, site location, and study materials).

**How did you implement:** We introduced the blended approach this year where participants self nominated or were nominated by their peers.

**What were the Outcomes:** 26 people completed the leadership academy this year and three of the graduates were elected to the Greater Atlanta Executive Board for 2011.

**Lessons Learned:**

- **Overall** we are pleased with the initial evaluations coming through Survey Monkey (On average rating is between 4 & 5).
  - We talked briefly about the one individual that gave several “1” ratings. Our wish was that we could talk with this individual to get their specific feedback. We were also wondering if maybe they marked the answers in reverse, however we will never know.

- **What worked:**
  - Webinars
  - Activities & how they blended and were referred to throughout the phases.
- Leveraging National w/o having them fly in.
- Using the Harvard Business Review (HBR) article
- Access to three separate rooms for the Capstone event (Kitchen/Board Room/Training Room)
- Central location in the city.
- Match of Leadership Academy team talent to the individual tasks needing completion throughout the entire process.
- The initial design document that team composed and followed throughout the Leadership Academy process.

**What could be enhanced:**
- Add more questions regarding HBR article throughout the LinkedIn discussion process to keep the discussion going.
- Be prepared with post capstone event follow-up items. Add them to the current Action Planning Worksheet used by the Leadership Academy team.
  - Write up for next “E-News” letter
  - Recognition at next chapter meeting that immediately follows the Leadership Academy’s final event. Have any LA graduates in attendance recognized.
  - For future Capstone events, make sure at least two training rooms are available.
  - Actual training room needs to be bigger based on the number of people.
  - One person attended who was not an ASTD member.
    - Next year, it needs to be emphasized with the Board that they must make sure that all names submitted are actually verified as chapter members.
    - Two criteria for being in the LA
      - You must already be in a volunteer capacity of some sort; and
      - You MUST be a current chapter member.