



General Federation of Women's Clubs of Massachusetts
T Jablanski, President



GFWC Advancement Plan: Leadership ~ 2022-2024

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The Leadership Advancement Plan contains valuable information, including practical ideas and resources to assist clubs in developing leadership skills in their members. Whatever talent you use, leadership always involves taking risks, being innovative, and promoting new directions. Here are some suggestions your clubs can do right here in Massachusetts to develop and nurture leaders. *Leadership is not about title or designation. It's about impact influence, and inspiration.* - Robin S. Sharma

- **Create a Plan of Succession:** Each committee chair should create a written plan mapping out the duties the committee chair needs to complete including how many committee members/volunteers they will need for each project. This will ensure a successful transition with the incoming chairman.
- **Mentoring:** The Club Board members should discuss/choose a club member for each board member to mentor. The club members selected should exhibit the qualities of a potential leader; takes the initiative, motivates through enthusiasm, an interest in planning and implementing projects, or has voiced an interest in being more involved with the committees or special projects. The one-on-one approach helps nurture potential leaders for the club.
- **Leadership Book Group:** Introduce a book group specifically for those members interested in becoming leaders or improving their leadership skills. This could be done in conjunction with the ESO book club. The books chosen will be geared toward leadership. Some recommendations: *Who Moved My Cheese?* by Spencer Johnson MD, *Girl Stop Apologizing* by Rachel Hollis, *How Women Rise* by Sally Helgesen & Marshall Goldsmith, and *Dare to Lead* by Brene Brown. There are other selections listed in the online leadership ESO book club.
- **Public Speaking/Time Management:** Encourage committee chairs to write a short report/script and present their committee's progress in front of the club. Committee chairs are the leaders of the club and this will help those who do not feel comfortable speaking in front of the group build confidence while staying within their allotted time. This will also help those who want to improve their time management skills.
- **LEADS:** Create an informational flyer/packet that explains the benefits of the program. Encourage those club members recognized as potential leaders to apply for the LEADS program. Introduce them to other club members who have completed the LEADS seminar. Encourage clubmembers to attend the Massachusetts LEADS workshop.

For many more ideas check out the 2022-2024 GFWC Club Manual pages on the GFWC Massachusetts website by going to the **ABOUT** tab and click on **What Do We Do?**