



General Federation of Women's Clubs of Massachusetts

Lynne M. Stader, President



Leadership Advancement Guide 2016-2018

Mary Ann Pierce, Chairman

161 Harris Avenue, Needham 02492

mapgfwc@msn.com

781.424.0286 (C); 781.444.3189 (H)

Leadership is defined as a learned power or ability to lead or direct others.

Good leaders are developed, nurtured and guided to the goal that each desires. Were we born leaders? Were we the boss of the sandbox or playing games on the playground as a child? Were we the planner or organizer among our friends? Possibly! Good, strong leadership develops and emerges as we develop our confidence to help others.

How do we develop leaders? Leaders cannot be taught to be leaders! I know you thought it would be an easy task. Nothing worth trying is easy! If you want to improve your leadership skills, there are few tips which get you on the road to successful leadership for yourself and to promoting and identifying new leaders with your club.

Leadership involves taking risks, being innovative, and promoting new directions. We can learn to be better leaders while guiding our club. We need to develop a direction that we wish to follow and guide others while we work on our goals together.

Here are Potential Club Leaders:

- **Club Member-** she is not a club officer but shows initiative and accepts responsibility. Enthusiasm is contagious when she is around.
- **Former Club Officer-**She may no longer serve your club as an officer but has a wealth of experience to share. Don't discard your former Officers!
- **Current Club Officer-**Encourage and support her. With added confidence she just might accept more responsibility within your club. Make her glad she said yes!
- **New Member-**She may not be in the club a long time but she wants to be involved and with encouragement and mentoring, you might be surprised that a new leader has evolved.

These are the members that make up your **Club Team!** Remember that each of us has certain qualities and strengths that make us who we are. Utilize your members, make the most of on their strengths, and help them grow! Voila, a new leader is discovered!

Important Points to Consider:

We all want to be successful but sometimes we forget the ultimate goal and get caught up in "the glory" of the position we have accepted. Good planning and preparation is important to your success.

Be upfront with responsibilities and also support that person while they “learn the ropes” of the position!

Don't just “grab” someone to serve as an Officer or Chairman without giving them information to help them be successful in the position. A “warm body” is not an answer to filling a position!

Remember good organization makes it easier on everyone! The future of your club depends on how leadership is developed.

What can you do to Build leadership?

- Encourage new member to join in activities. Let their fresh ideas help with planning.
- Incorporate reports on Federation activities at club meetings to connect with other GFWC clubs.
- Take advantage of our diversity. Each individual member brings unique skills to the club. Learn about your members - learn their strengths and weaknesses.
- Mentor new leaders. Support them with suggestions. Encourage participation in all GFWC activities. Travel with them and help with expenses. Give them GFWC resource materials. This is an investment that will pay off!
- Share the work. It is easier if more members join in planning meetings, participate in projects, or write reports.
- Be generous in showing your appreciation of members.

Delegating and Shaping NEW Leaders

Sharing responsibilities keeps members interested and enthusiastic about your club. You might be reluctant to delegate because you want to make sure the job is done “right.” However, your way is generally only one of a variety of ways that a job can be done well. If club members are not asked to take on responsibility, they may feel unimportant and become apathetic. Ways to delegate can include:

- Ask for volunteers by a show of hands or sign-up sheet.
- Appoint or suggest someone for the task. This shows confidence in her ability and potential.
- Assign the task through a committee to take the pressure of the individual or new leader.



GFWC LEADS

The GFWC Leadership, Education, And Development Seminar identifies GFWC members at the local level who have the potential and desire to assume leadership positions in their State Federations and/or GFWC on the national level. Participation in GFWC LEADS can help up-and-coming leaders gain the capabilities, confidence, and commitment necessary to pursue and achieve higher offices and serve with distinction. GFWC LEADS is held annually each June on the day before the official opening of the GFWC Annual Convention. A LEADS Workshop will be held at the NERC in Rhode Island this fall and is open to all attendees.

Use the 2016-2018 GFWC Club Manual Leadership Advancement Guide available on the GFWC website for more information - <http://www.gfwc.org/>.