Succession Planning
Finding, Assigning and Mentoring
High-Potential Volunteers

STATISTICS ON VOLUNTEERS

US Volunteer Stats

- 25.3% of Americans volunteered
- 62.8M Americans served 7.9B hours with an estimated value of $175B
- By Gender
  > Women – 28.3%
  > Men – 22%
- Ages 35-54 were most likely to volunteer – 29%

GENERATIONAL DIFFERENCES

Generational Differences

<table>
<thead>
<tr>
<th>Year</th>
<th>Silent</th>
<th>Boomers</th>
<th>Gen X</th>
<th>Millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td>1945</td>
<td>Like structure and rules</td>
<td>Live to work</td>
<td>Work to live</td>
<td>24/7</td>
</tr>
<tr>
<td>1946</td>
<td>Respect authority</td>
<td>Respect and value experience</td>
<td>Want customization</td>
<td>Love Feedback</td>
</tr>
<tr>
<td>1965</td>
<td>Responsible</td>
<td>Set in their ways</td>
<td>Independent</td>
<td>Respect</td>
</tr>
<tr>
<td>1980</td>
<td>Formal</td>
<td>Drove social change</td>
<td>Skeptical of authority</td>
<td>Collaborative</td>
</tr>
</tbody>
</table>

Meaningful Experiences: Make A Difference

<table>
<thead>
<tr>
<th>What</th>
<th>Millennials want</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEEDBACK &amp; RECOGNITION</td>
<td></td>
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<tr>
<td>Meaningful Experiences</td>
<td>Growth &amp; Development</td>
</tr>
<tr>
<td>TRANSPARENCY &amp; ACCESS</td>
<td>Independence</td>
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SUCCESSION PLANNING
Succession Planning

- The process for identifying and developing internal people with the potential to fill key roles in the organization.
- It increases the availability of experienced and capable leaders that are prepared to assume these roles as they become available.

Why Succession Planning is Important

- Life blood of the organization
- New people = New ideas
- Volunteers = Power

True success of a leader is the endurance of an organization after they leave!

Barriers

- Lack of desire to give back
- Life – work, home, school
- Lack of understanding of opportunities
  - Communications not personal
  - WIFIM
- Big jobs that seem overwhelming
- Forget to thank people

Build Your Volunteer Base

Create opportunities

- Decide where you need help
- Break it into manageable pieces
- Create a charter for committees and task forces

Create Your Message

- Be creative, be direct
- What’s in it for me?

Create Your “Army”

- Cast a wide net
- Make personal requests

Succession Planning

Recognize Your Volunteers

- Personal Notes
- Newsletters
- Conferences
- Letters to Employers
- Volunteer Luncheon
- Certificates/Plaques
- Website
- Gifts
- Pins
Succession Planning

Understanding Volunteer Needs

- Establishing realistic expectations
- Accountability
- Decision making authority
- Resource availability
- Reporting expectations
- Deadlines
- Boundaries
- Time
- Priorities in life

Develop Your Plan

<table>
<thead>
<tr>
<th>Key Task: Conference Planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Task Components</td>
</tr>
<tr>
<td>1. Plan topics and speakers</td>
</tr>
<tr>
<td>2. Submit CE application</td>
</tr>
<tr>
<td>3. Plan conference logistics</td>
</tr>
<tr>
<td>4. Handle registration</td>
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</tbody>
</table>

Communication Plan

*Website - Email - Message at conference - Personal Calls

WHAT: Fun, meet colleagues, decide on important topics, free conference registration

Potential Volunteers

<table>
<thead>
<tr>
<th>Zone One</th>
<th>Bob Smith</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kristy Brown</td>
<td></td>
</tr>
</tbody>
</table>

Contribution | Feedback

What Xers want
Meaningful Experiences
Flexibility
Independence

Meaningful Experiences | Feedback & Recognition

What Millennials want
Make A Difference
Transparency & Access
Growth & Development

Develop Your Plan

10 minutes

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