

VLW 2009 attendees split into small groups
and answered this question:

How do you identify new leaders?

All attendees had an opportunity to view the suggestions made by each group and were asked to select their "Top 10" solutions. The score indicates the number of people who selected that response as a "Top 10" solution.

Group 1

TEAMWORK: Work together, not alone	21
Set goals, Make plan for goals, Implement goals, evaluate goals	13
Encourage member involvement	13
Define role	12
Listen to new ideas - new blood - encourage change	10
Attending VLW & Symposium - networking w/ colleagues	9
Preceptor Leadership Development (identify other mentors)	5
Communication w/ mentor and others who can encourage and lead	3
Know national/local resources	2
Hands on learning	

Group 2

Provide members with copies of officer role descriptions	20
Reach out to the officers of successful chapters	14
Attend VLW / mentor for the future	14
Invite members who are interested to business meetings / start mentoring early / involve all candidates in chapter activities	10
Schedule meet and greet meetings	10
Be honest about role and responsibility for each officer position	7
Mentor new officers from election to National Symposium and beyond	5
Use creativity in Exec. Board meetings (conf. calls)	4
Obtain input from members / Hold fundraisers for 1 member to attend National / Educate members re: ANNA	3

Group 3

Send to VLW w/ partner/mentor	11
Phone calls to new officers/members	10
Join up with previous leader in position	7
Show them fun / be enthusiastic	7
Tip of the week	5
Increase communication to new officers	4
Support - support - support!	4
Monthly informal social gathering of officers - relaxing wine/cheese	3
Regional liaison connections	3
Share fun pictures from VLW	2
Financial Assistance	2
Find ways to give time	1
Teach easy way to get work done / team effort	1
Share mission/vision of ANNA	
Understand our mission better so when someone asks what ANNA stands for/does, we can spit it out	
More public outreach	
Combine community activities w/ANNA	
Teach our leaders what resources are available and how to use	
Find commonality to develop a connection	

Group 4	
Retreat for handoff of officer role - free weekend	16
Send new leaders to national conference - free: take care of home chores, cook, clean, pet and child care, 2 days off prior and day off after conference, stress-free environment when returning home	13
Personalize invitations to join + reinforcement, openness	8
Assign members to rotate with officers and earn role	5
Approach people	4
Put luck meetings with family - dinner served	3
Easy access to responsibility of role	2
Make every meeting a chapter role learning meeting	1
Include family - annual picnic?	1
Understanding work setting - get time off for conference and meetings	
Assign 2 mentors to assist - backup and security for chapter	

Here, the answers are listed in order by the score they received:

How do you identify new leaders?

Score

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- 21 Set goals, Make plan for goals, Implement goals, evaluate goals
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 - 8 Personalize invitations to join + reinforcement, openness
 - 7 Be honest about role and responsibility for each officer position
 - 7 Join up with previous leader in position
 - 7 Show them fun / be enthusiastic
 - 5 Preceptor Leadership Development (identify other mentors)
 - 5 Mentor new officers from election to National Symposium and beyond
 - 5 Tip of the week
 - 5 Assign members to rotate with officers and earn role
 - 4 Use creativity in Exec. Board meetings (conf. calls)
 - 4 Increase communication to new officers
 - 4 Support - support - support!
 - 4 Approach people
 - 3 Communication w/ mentor and others who can encourage and lead

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 - 1 Combine community activities w/ANNA
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 - 1 Understanding work setting - get time off for conference and meetings
 - 1 Assign 2 mentors to assist - backup and security for chapter
 - 1 Find commonality to develop a connection