



'Canes Community Leadership – Leadership Succession

OVERVIEW

For the long-term viability of your 'Canes Community, it is important that you pay significant attention to leadership succession planning for the President and President-Elect positions. Establishing a structure that builds volunteer development and training is important. Many 'Canes Communities falter in leadership succession planning when the group relies on just a few key individuals to perform all of the tasks and operations. Having an active 'Canes Community Executive Board and 'Canes Community volunteers will help to establish a pipeline of future leaders.

GUIDELINES

- It is every 'Canes Community's responsibility to develop and execute a leadership succession plan. The type of leadership succession plan utilized is at the discretion of the 'Canes Community.
- Traditionally, the Immediate Past-President serves as the lead in managing the 'Canes Community's leadership succession process.
- For larger 'Canes Communities (in geographic areas with at least 1,000 alumni) with full Executive Boards, a formal nominations process should be articulated to ensure transparency and inclusivity with the process. For smaller 'Canes Communities, a pre-determined leadership rotation may be a suitable option, in which 'Canes Community leadership officers take turns presiding as President, Vice President, Secretary, etc., until a larger Executive Board is established.
- An example of an effective leadership succession process for new 'Canes Community leadership is when Executive Board members "roll" up in leadership positions. For example the person who is currently Vice President, becomes President, the person who is currently Treasurer, becomes Vice President, the person who is currently Secretary becomes Treasurer, etc.



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GUIDELINES (CONTINUED)

- The best sources for new 'Canes Community leadership are an active 'Canes Community Executive Board and an engaged 'Canes Community constituency base. Constituents who are already involved and familiar with your 'Canes Community are usually the most willing to assume a more active role with the 'Canes Community.
- It is important to ensure that every member of your 'Canes Community's Executive Board has an opportunity to participate in the nomination and selection of new 'Canes Community leadership.
- A continuous effort to bring new people to 'Canes Community events/programming is crucial. After events, following up with new constituents and scheduling one-on-one meetings (either by phone or in-person) will help you determine an appropriate level of commitment and responsibility from them.
- Be sure to follow-up with all new constituents, referred by the UM Alumni Association Regional Engagement Team who are interested in getting involved with your 'Canes Community.
- Discuss with your UM Alumni Association Regional Engagement Staff Liaison the possibility of conducting a UConnect Outreach campaign in your 'Canes Community market to identify new 'Canes Community leadership prospects. **Please refer to the [Marketing & Outreach – UConnect Campaign Section](#) for more information.*
- The UM Alumni Association may also involve the Regional Director (assigned to your 'Canes Community's geographic area) from the UM Alumni Association Board of Directors to assist with your 'Canes Community's leadership succession process.