

Maintaining a Vibrant SET Regional Team

Special Topic on
Leadership & Sustainability



A Look Back at Past SET Regions: Key Concerns

1

Who Is Coordinating the SET Effort? Who Is Handling Internal Communications?

2

How do We Keep All Counties Involved & Informed?

3

How Do We Get & Keep People Engaged?

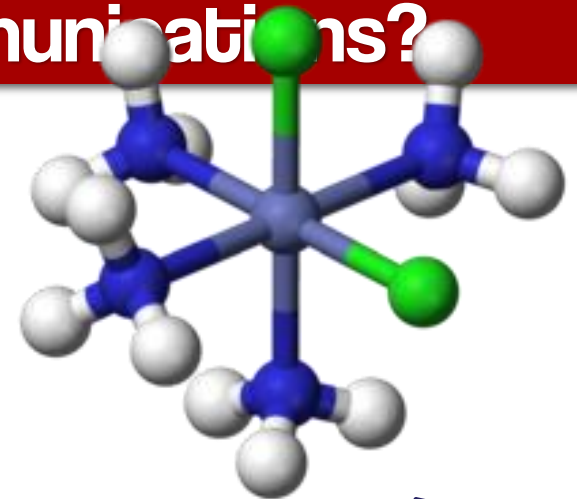
4

How Do We Handle Turnover of Team Members?

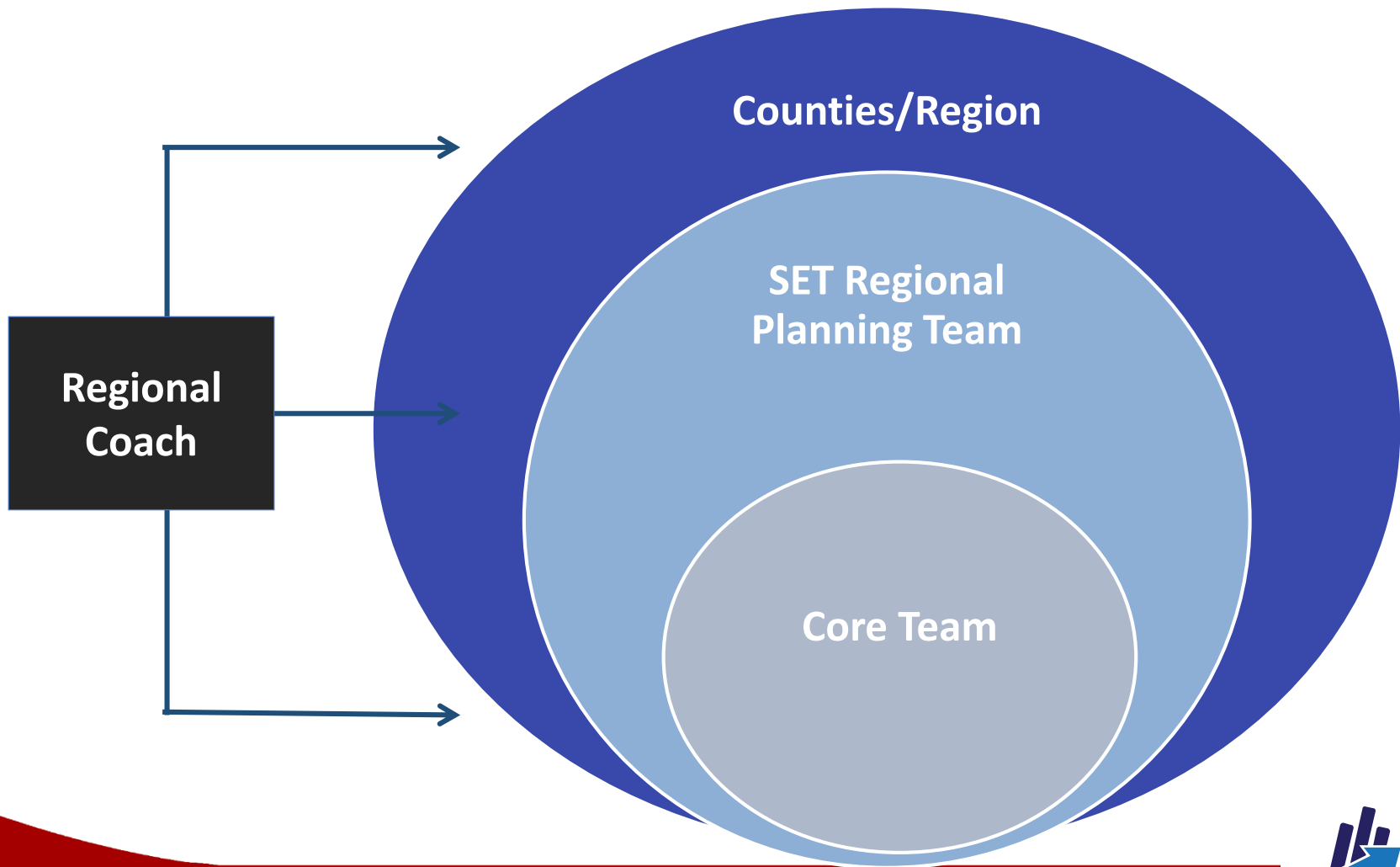
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How Do Keep the Momentum Going Over the Long-Term?

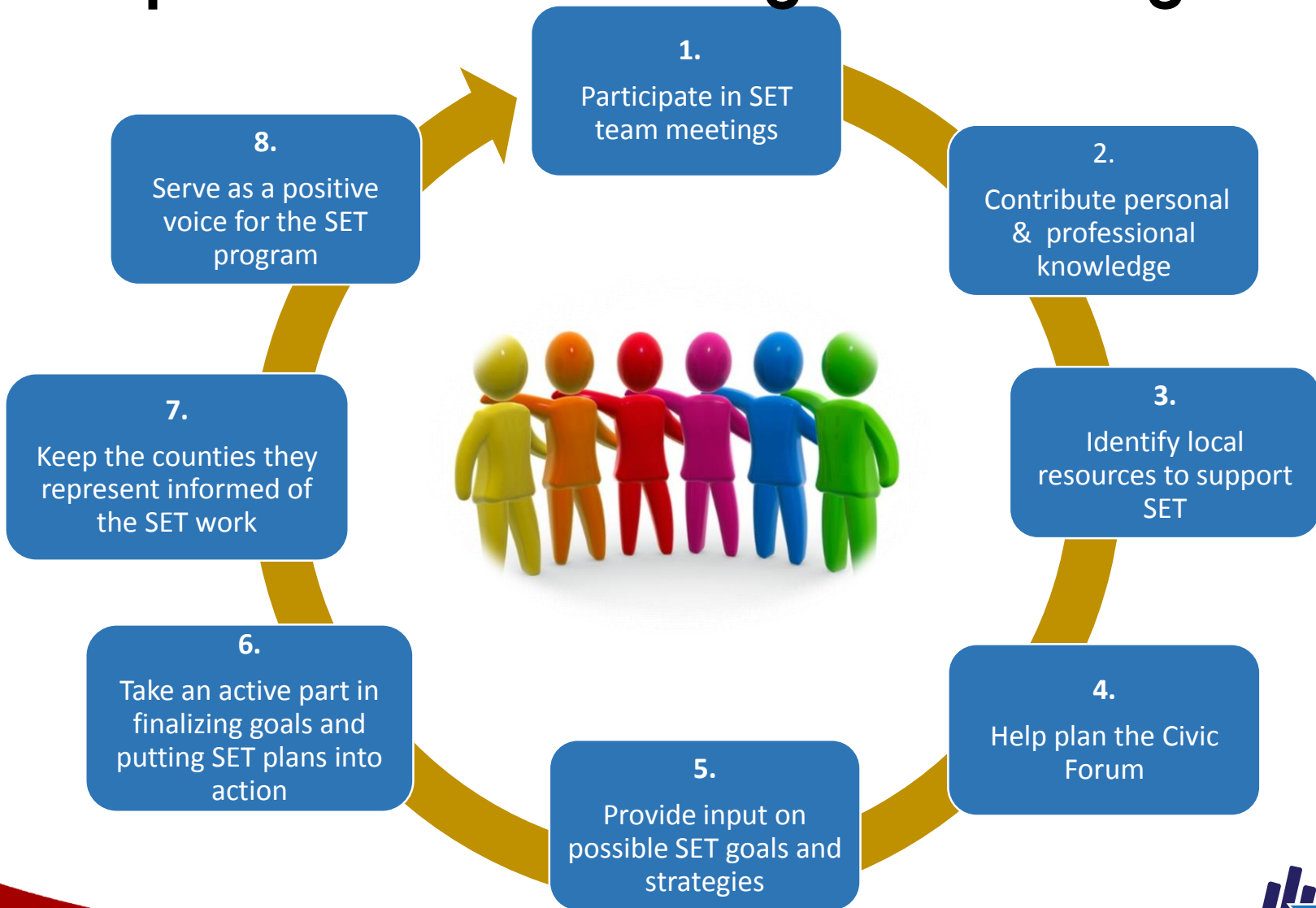
**Who Is Coordinating the SET Effort?
Who Is Handling Internal Communications?**



Possible SET Regional Team Structure



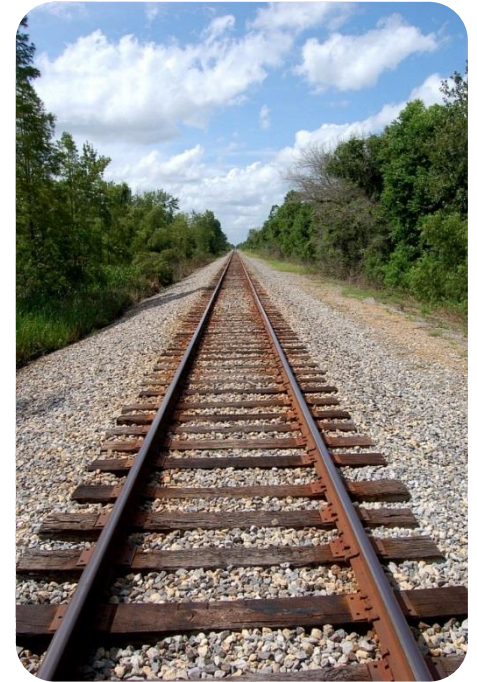
Responsibilities of the Regional Planning Team



The Core Team Responsibilities

Keeps all phases of the SET effort on track:

- Meeting logistics
- Local and external assets and resources
- Communication
- High Quality Plan writing
- Updates and impact reports



Regional Coaches' Responsibilities

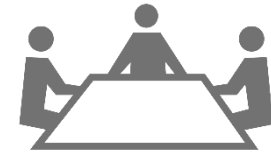
Works with the Core Team in guiding the overall SET effort



Delivers/Guides SET sessions



Fosters an inclusive Planning Team



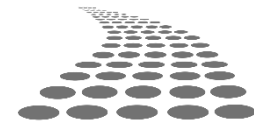
Advocates for strong communication between Core and Planning Team members



Promotes county & regional input, feedback & engagement



Ask questions to help guide planning



Guides the team in the development of a high quality regional plan

Community Residents: Their Roles

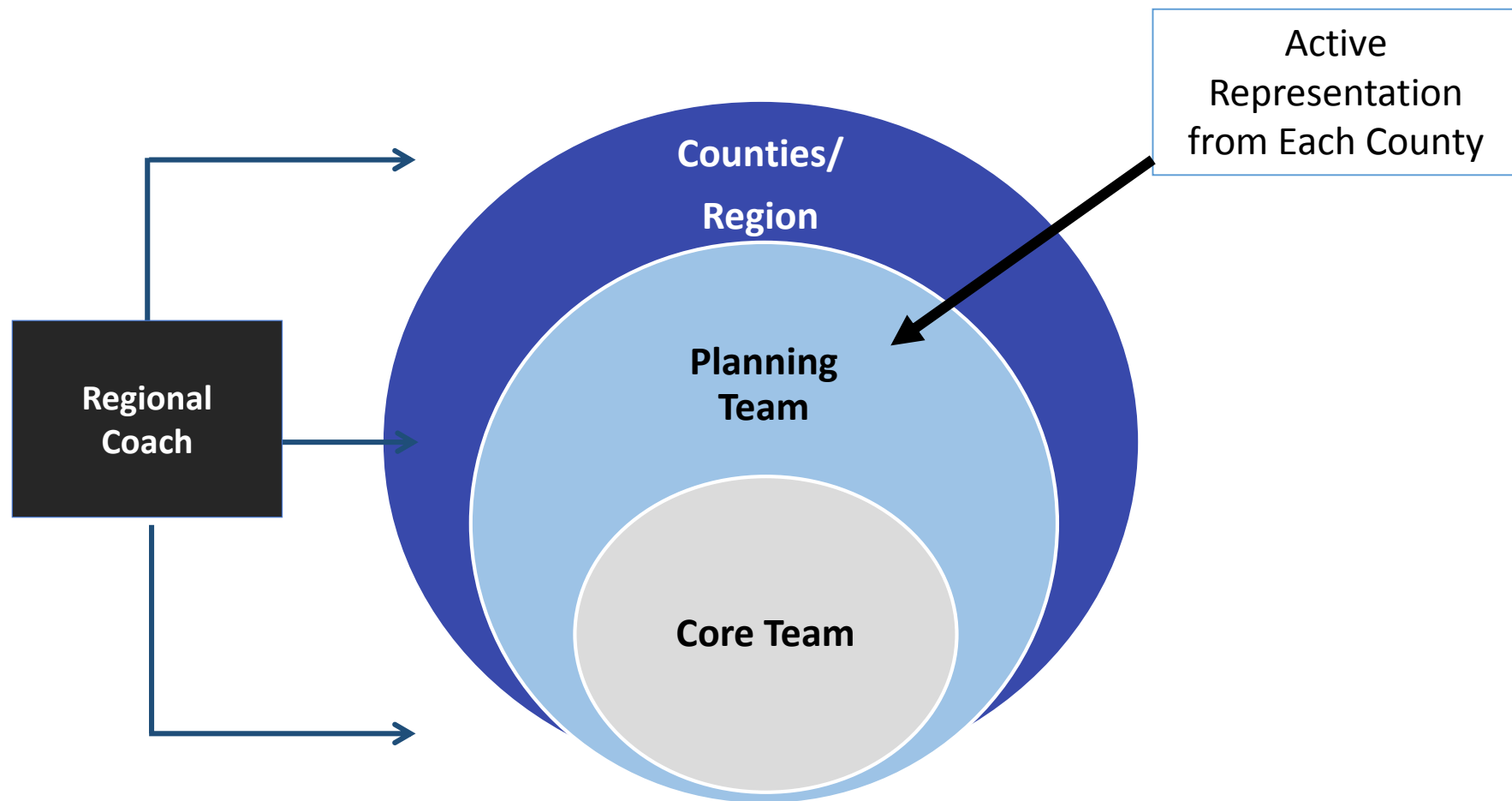
- Take an active part in the Civic Forum
- Provide input on the issues and opportunities in the region
- Offer feedback on drafts of the high quality plan.
- Volunteer to be actively involved in the major initiatives of the SET regional plan.
- Serve as a source of new SET Regional Team membership



How to Keep All Counties Involved?



One Way to Keep Counties Involved



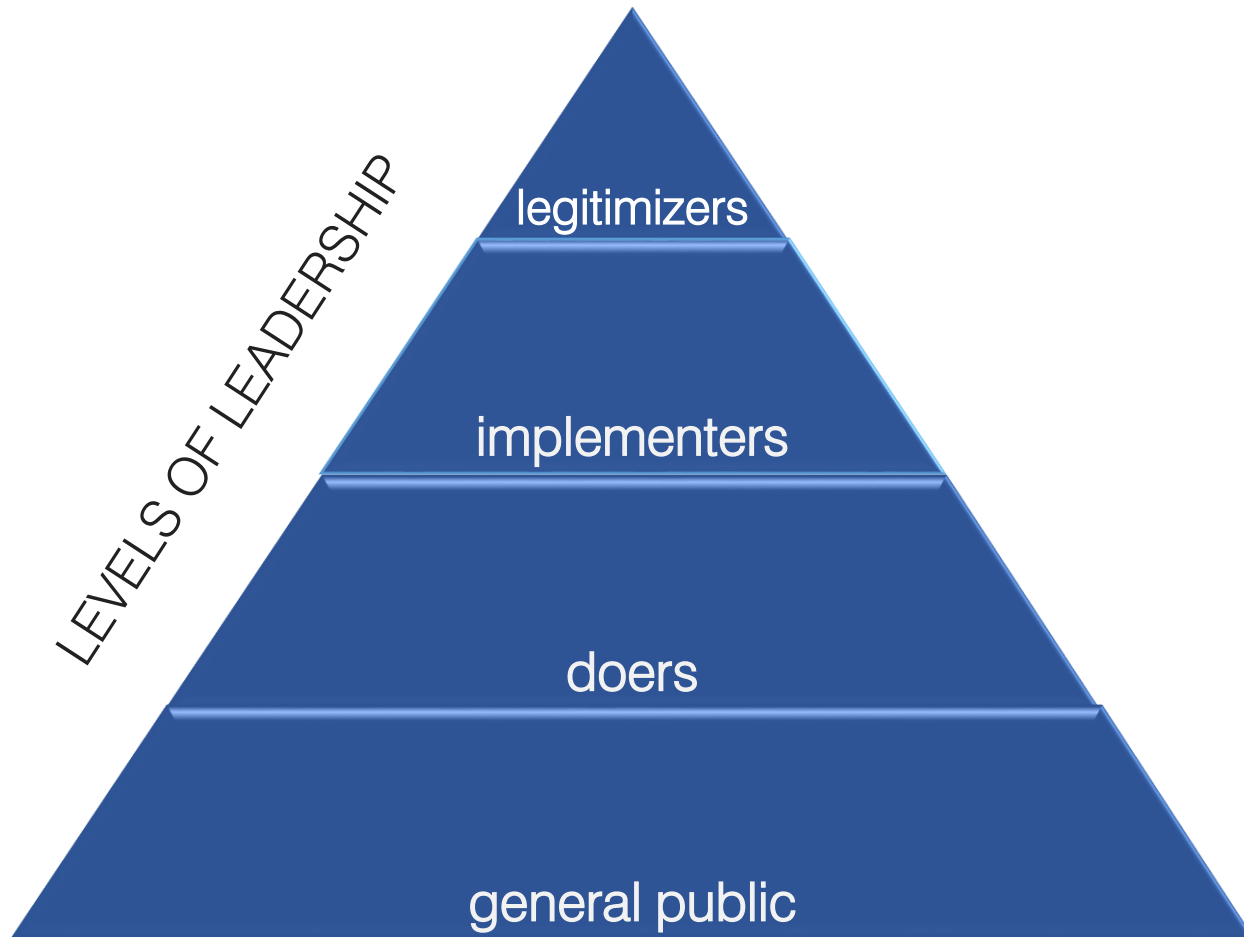
Getting & Keeping the Right People Engaged?



Recruiting & Engaging the Right People



Keeping Local Influentials in the Loop?



How Do We Handle Turnover of Team Members?



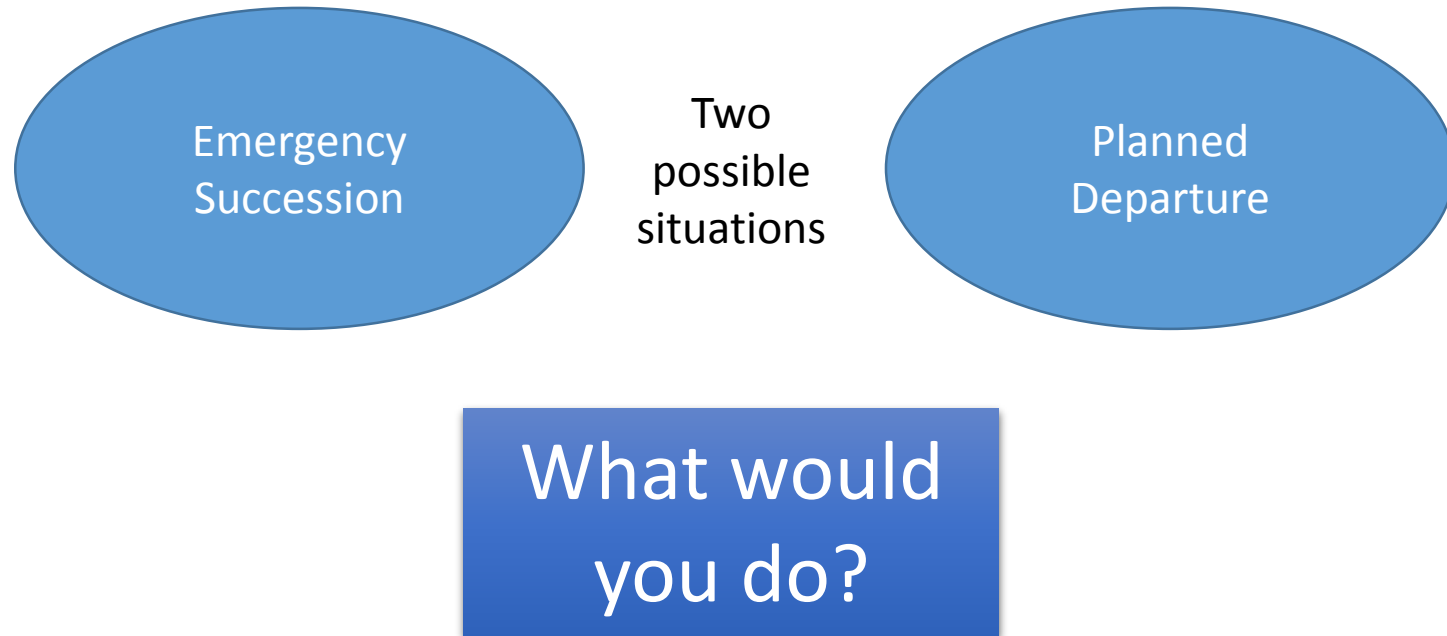
Readiness Assessment



Succession Planning: Rating Your Readiness

	YES	NO
1. Our team has a succession plan in place		
2. If a team leader is unable to serve, we have a person(s) identified to take over		
3. The team can succeed without the current team leader(s)		
4. If the team leader was to leave, the team would retain the institutional knowledge		
5. Our group knows the external people and groups to contact if the leader leaves		
6. We have job descriptions for all key leaders of our team		
7. Individuals have been mentored to step into positions on the SET team when they become open		
8. We select new team members based on how they can help achieve our long-term goals		
9. We are actively developing leadership from within our team so they can step in when vacancies occur		
TOTAL number of checkmarks recorded in each column		

Succession Planning Situations



Talent Development

Forward thinking strategy designed to:

- Develop a leadership readiness pipeline
- Build internal talent
- Promote the group sustainability
- Build “bench strength!”



Replacement Planning

- Represents the most common approach
- Usually involves asking for volunteers to fill a vacancy
- Personal one-on-one appeal is common as well

Improve the process by:

- Having a job description
- Examining roster of members and proactively target viable candidates
- Providing mentoring opportunities

HELP

What Succession Strategies Should We Use?

INTERNAL

1.

2.

3.

4.

EXTERNAL

1.

2.

3.

4.

How Do We Keep Momentum Going Over the Long-Term?



Ingredients for Maintaining an Effective SET Team

- Establish a Core Team to handle the logistics
- Provide Team members with a list of roles and responsibilities
- Understand the expectations of a Regional Coach
- Recruit a diversity of people to serve on the Planning Team
- Invite residents to weigh in on the plans generated
- Keep key local/regional leaders informed of SET activities;
- Develop a sound succession plan



“Experience has shown that poorly handled transitions can wreak havoc on an organization. Meanwhile, carefully planned and managed transitions actually set the organization up for greater successes in the future.”

Tom Adams, “Sustaining Great Leadership” (2010)

