



Alumni Band Leadership Recruitment

Mission:

**To Serve as the Indispensable
Advocate and Resource for
Alumni Bands**

Which way
do we go?

THE FAMILY CIRCUS™

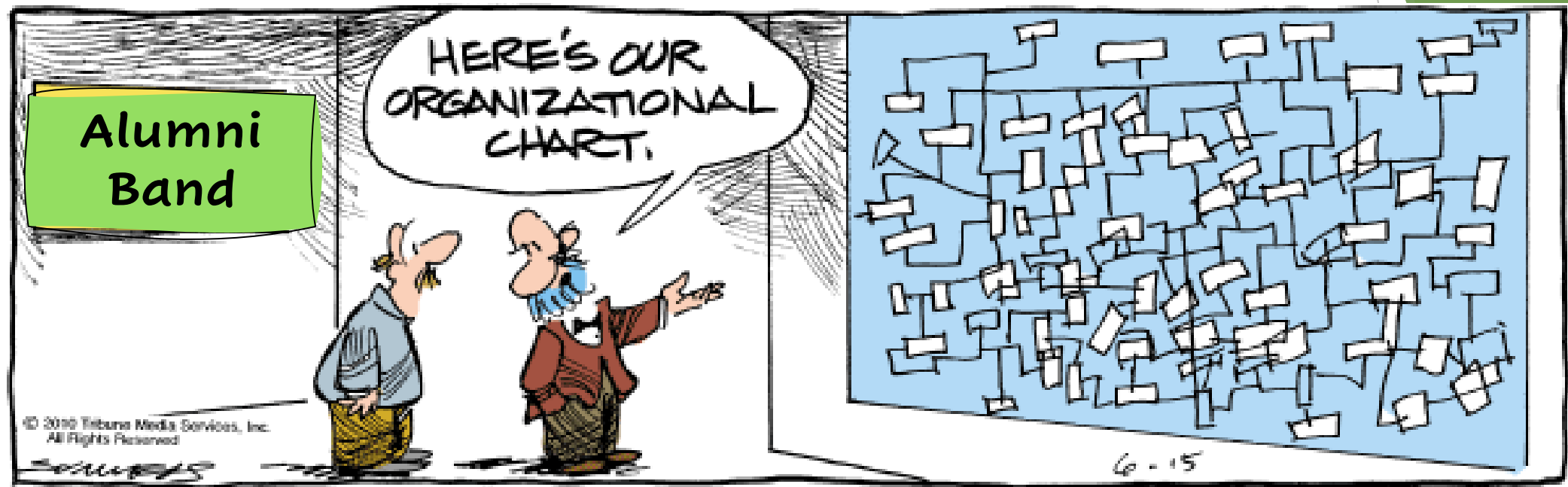
By Bill Keane



What is the Leadership Pipeline?

- ❖ A leadership pipeline is a strategy your organization should use to develop and groom your volunteers and future leaders, ensuring a continuous supply of skilled individuals to fill key roles and maintain a strong leadership bench.
- ❖ A planned and structured approach to succession planning and talent development, focusing on identifying people, developing them, and promoting individuals with leadership potential.

Who is in the Pipeline?

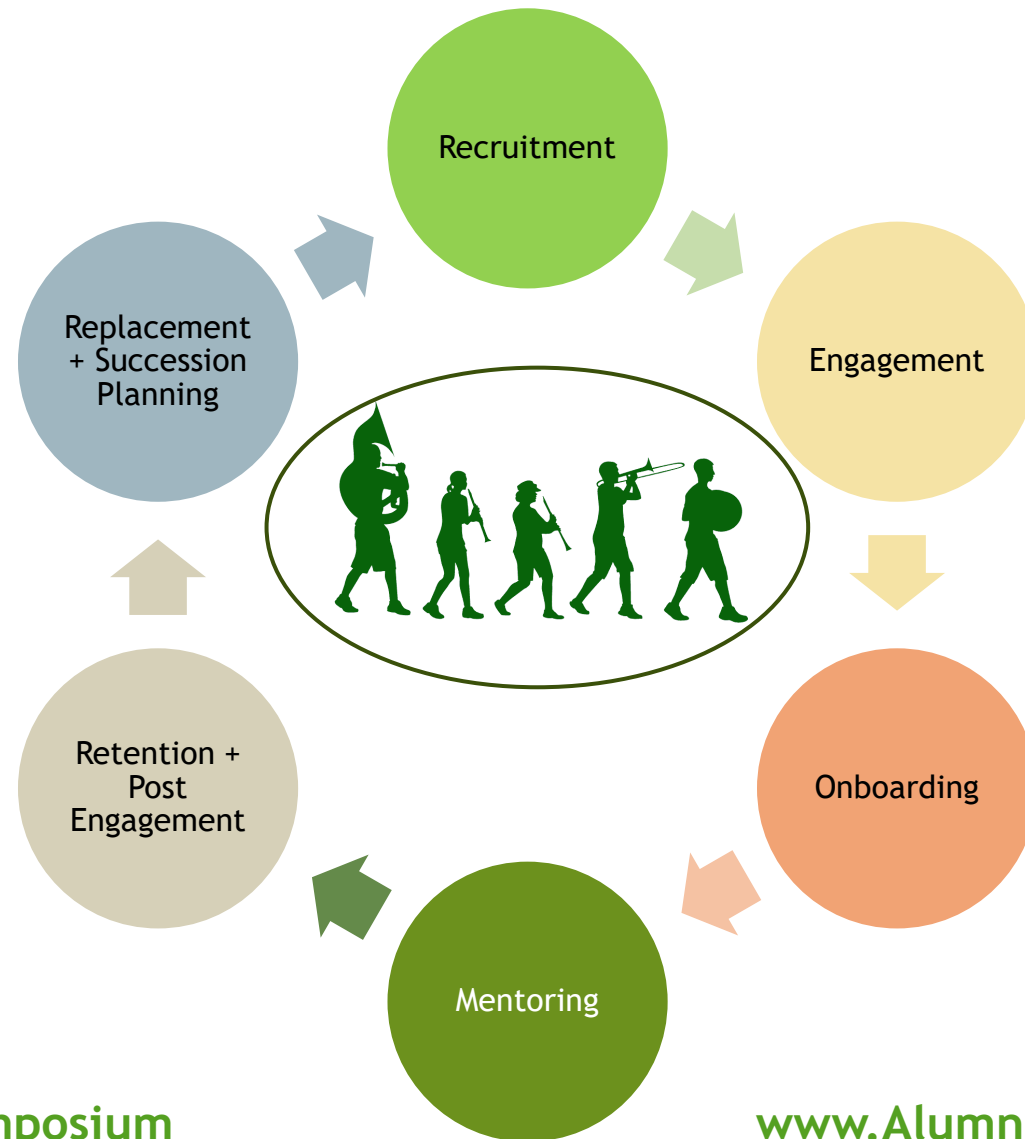


What are we looking for?
Who do we need?
Setting your organization up for success

Volunteer Alignment Goals

- ❖ Align Volunteers with Mission, Goals & Outcomes
- ❖ Invest in the Right Volunteer Management Technology (CRM)
- ❖ Target Volunteer Outreach Based on Skills and Experience of Volunteers
- ❖ Communicate Clearly to Volunteers Promptly
(3 timely communication touches)
- ❖ Have Clear Job Descriptions of Volunteer Roles that are Mission Driven and Task Oriented
- ❖ Establish Volunteer Committee Chair or SME's to Mentor & Supervise Volunteers on Tasks
- ❖ Highlight the Impact Each Volunteer has on Mission and Organization

Volunteer Leadership Cycle



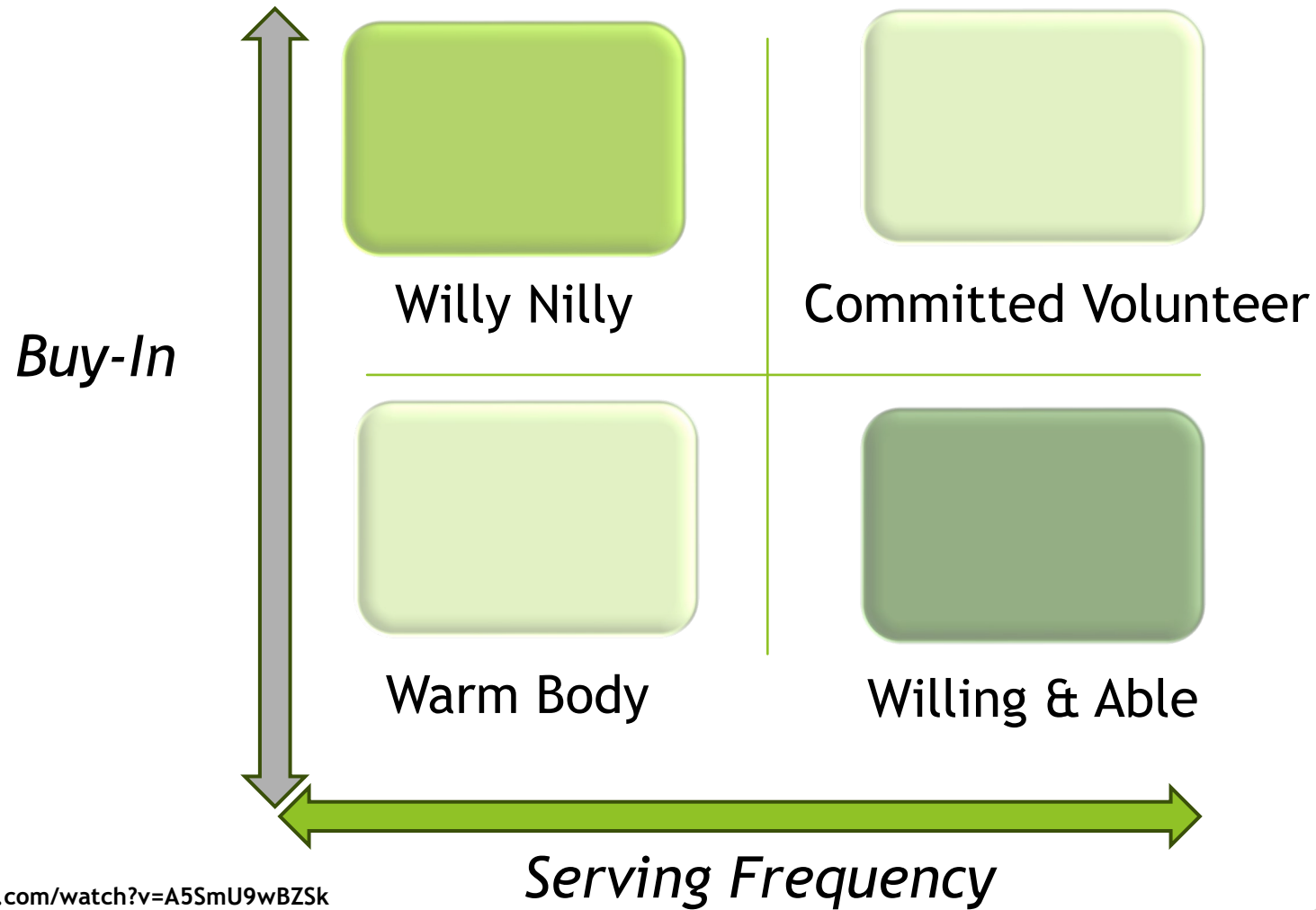


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<https://www.youtube.com/watch?v=A5SmU9wBZSk>

Volunteer Engagement Matrix



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Volunteer & Leader Qualifications And Personal Skills

- ❖ Time Commitment / Availability
- ❖ Able to Lead Others Professionally
- ❖ Ability to Represent the Organization
- ❖ Attends Meetings Regularly
- ❖ Communication
- ❖ Teamwork
- ❖ Problem Solving and Organizational Skills
- ❖ Dependable
- ❖ Resourceful and Approachable
- ❖ Calm Under Pressure

Recruiting & Keeping Volunteers

- ❖ Know what skills are needed & who you need
- ❖ What kind of volunteer do you need
- ❖ Make it mutually beneficial
- ❖ Tap into their passion for the Alumni Band
find what is important to them
- ❖ Keep them motivated on what's happening
- ❖ Thank them often for their service

Leading a Volunteer Team

- ❖ Does everybody know the goals of the alumni band
- ❖ Clarity on each person's role in the organization
- ❖ Give Responsibility; Delegate; Hold Accountable
- ❖ Be a springboard for them to launch their ideas
- ❖ Recognize and reward their efforts
- ❖ Don't underestimate encouragement
- ❖ Don't be afraid to provide constructive feedback, but do it professionally and practice human kindness

Recruitment Tips

- ❖ Match Alumni to students by decades, sections or careers
- ❖ Engage collegiate members early on when they join band
- ❖ Build student leadership database of KKY-TBS and student band and sections leaders and use a future recruiting tool
- ❖ Establish an Alumni Mentorship program
- ❖ Alumni and Student mixers 1x-2x annually
- ❖ Encourage alumni to join playing events during the year
- ❖ Stay active in communication to members, newsletters
FB posts, member or section features, etc.

Succession Planning

Q: Why is succession planning important?

A: Provides long-term benefits for your alumni band organization and growth.

- ❖ Better retention
- ❖ Allows for long-term planning
- ❖ Preparation for unexpected events
- ❖ Improved performance of board
- ❖ Builds sustainability

Succession Planning Tips

- ❖ Keep Job Descriptions Up to Date
- ❖ Board Member Watching for Replacements in their Role
- ❖ Organizational Documentation and Knowledge Management
- ❖ Objectives and Scope of Organization
- ❖ Nominating Committee for New Members
- ❖ Contingency Plans

Succession Planning Pitfalls to Avoid



#1: You play favourites.



#2: You don't have an objective process for spotting successors.



#3: You don't address disappointment.

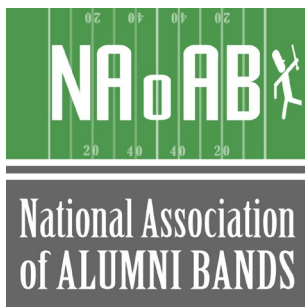


#5: You keep the succession planning process a secret.



#4: You turn the process into a competition.

A hierarchical organizational chart diagram. At the top is a single box with a silhouette of a man in a white shirt and tie, arms crossed. Below this box are three boxes: one on the left with a woman on the phone, one in the middle with a man with hands on hips, and one on the right with a man with hands on hips. The middle box is connected to two more boxes below it: one on the left with a man with hands on hips, and one on the right with a woman in a white dress. The right box is connected to two more boxes below it: one on the left with a woman in a white dress, and one on the right with a man with hands on hips. At the bottom is a single box with a silhouette of a man sitting on a chair, reading a book. Below this box are seven boxes arranged in a row, each with a silhouette of a person in various business poses. The boxes are connected by lines, showing a clear hierarchy from top to bottom.



Knowledge Base: Access via NAOAB Member Page

Member Resource Examples

- ❖ *Starting a new alumni band*
- ❖ *Creating bylaws & governing docs*
- ❖ *Structuring capital campaigns*
- ❖ *Building scholarships*
- ❖ *Attracting recent graduates*
- ❖ *Upgrading the reunion experience*
- ❖ *Replacing instruments*
- ❖ *Leadership Pipeline*
- ❖ *Finding reliable vendors*



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NAoAB Info

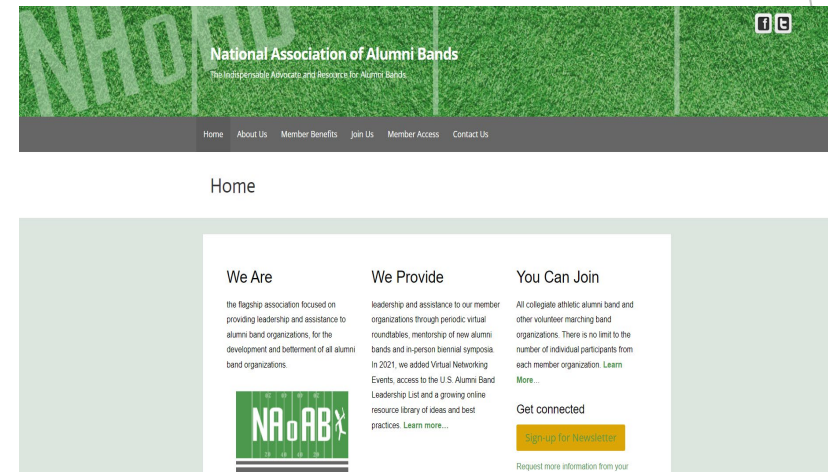
- ❖ Web: www.AlumniBands.Org
- ❖ Facebook: @AlumniBands
- ❖ Twitter: @AlumniBands
- ❖ Email: Info@AlumniBands.Org

CALL TO ACTION

- ❖ Encourage your alumni members to join our webinar sessions
- ❖ Talk to friends who may be part of other alumni bands to join
- ❖ Tell a Friend, Bring a Friend to your own alumni events

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