

Preserving the Past while Integrating the Future

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Objective

- ▶ Chapter growth & evolution
- ▶ Leverage existing strengths
- ▶ Cultivate leaders
- ▶ Knowledge transfer



About this Session

- ▶ How to use the institutional knowledge of seasoned members to expand the chapter and recruit new members and leaders.

In other words.....

Don't forget where you came from when you are on the road to where you are going!



Why Important



80%

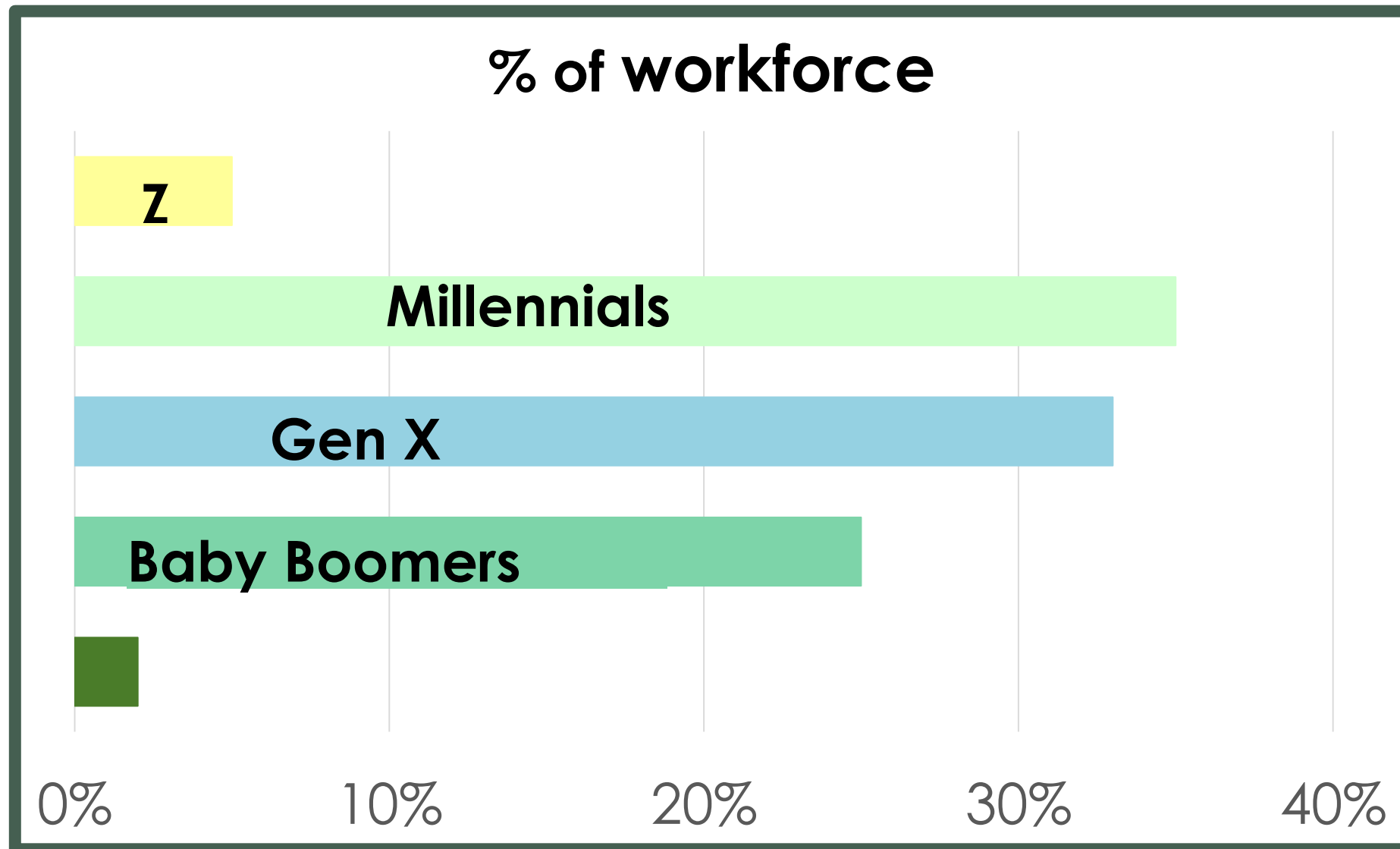
15 years

U.S. Labor Force

* Pew Research Center analysis of U.S. Census Bureau data

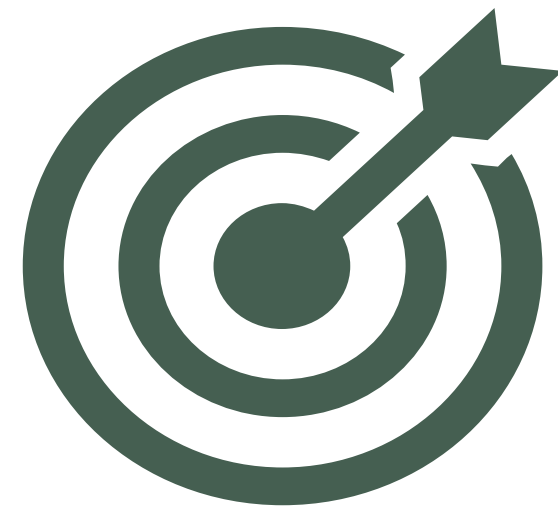
Generations

% of workforce



You Are Here

- ▶ Who / what got you involved
- ▶ What keeps you involved
- ▶ What are you doing right?
 - At work, home & life in general



Chapters

The true value of a professional body can in reality only ever be tested against the counterfactual statement:

what if it didn't exist?

Brian Green, *Understanding the Value of Professionals and Professional Bodies*, The Charter Institute of Building, UK, 2015

Meetings

- ▶ Perception
- ▶ Reality
- ▶ Change
- ▶ Motivation



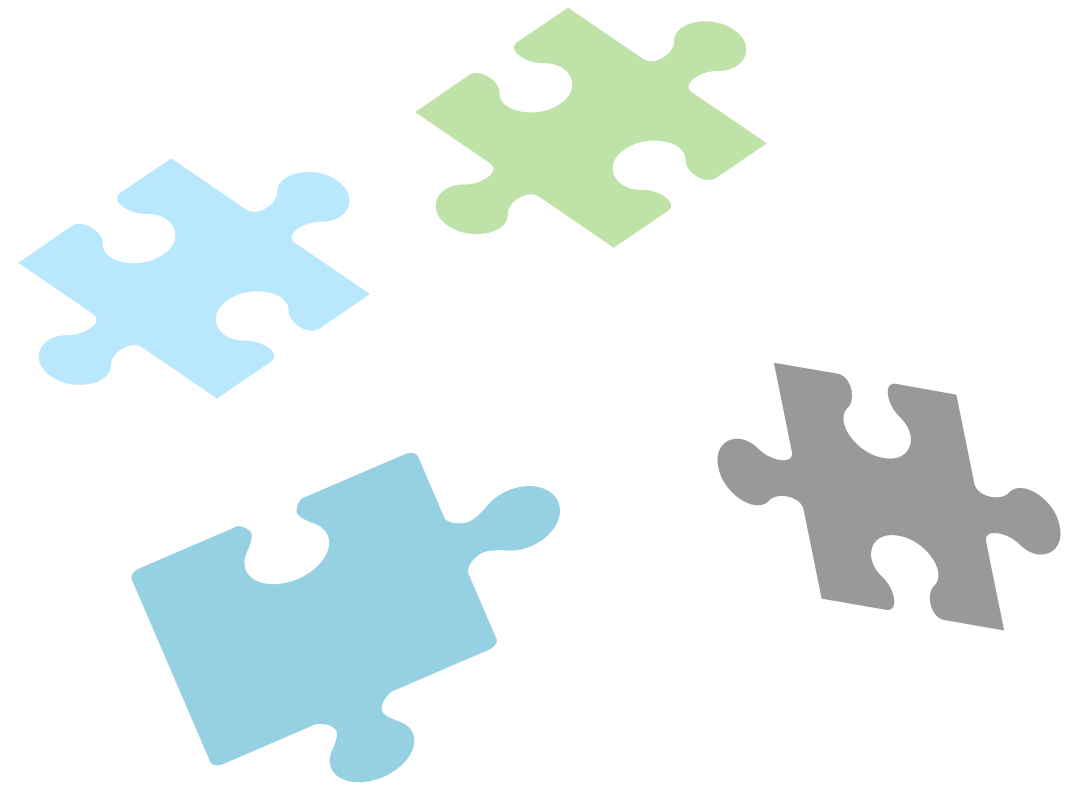
Leadership Development

Current Model

- ▶ 70% On-the-Job
- ▶ 20% Mentoring
- ▶ 10% Classroom

Challenge

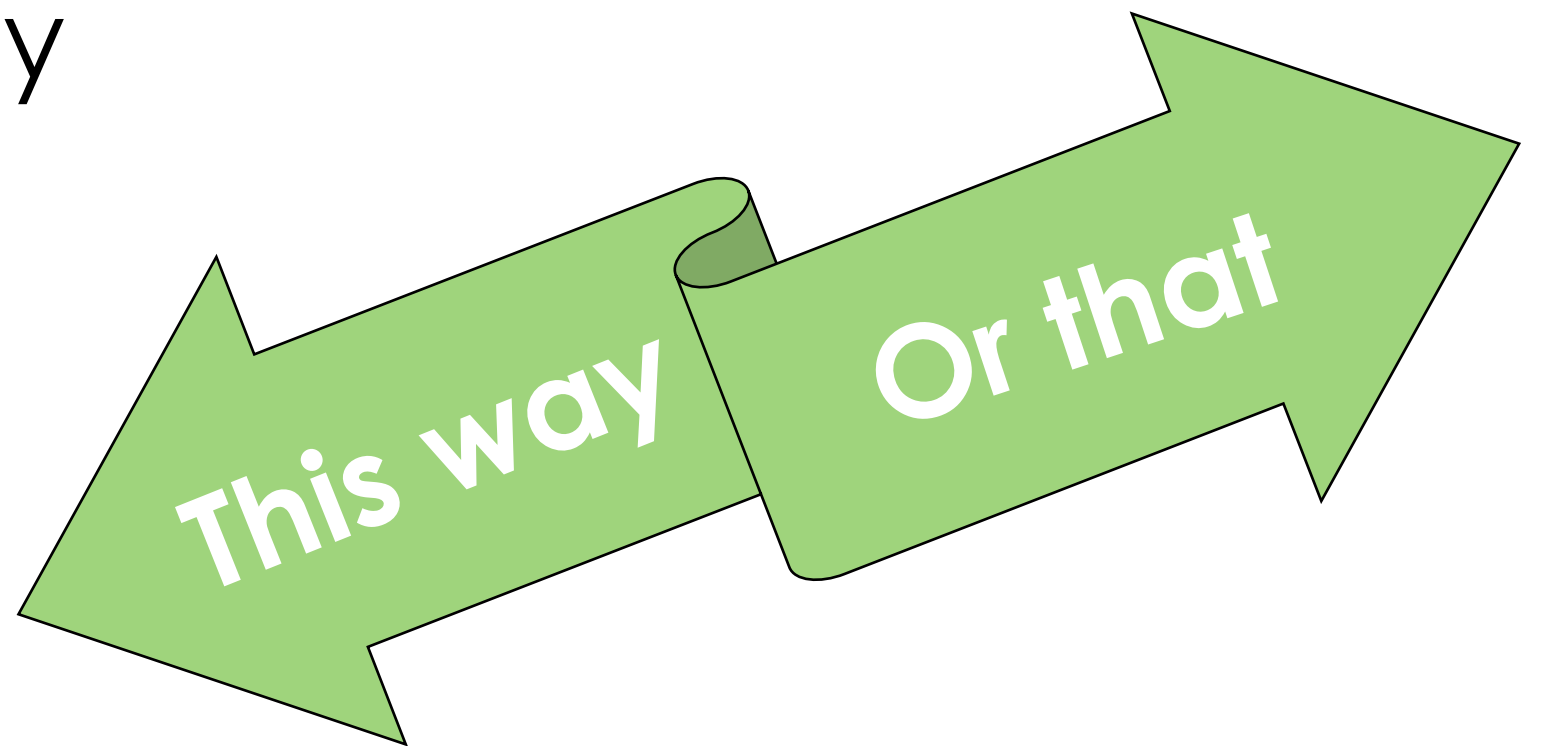
- ▶ Chapters



Chapters & Leadership

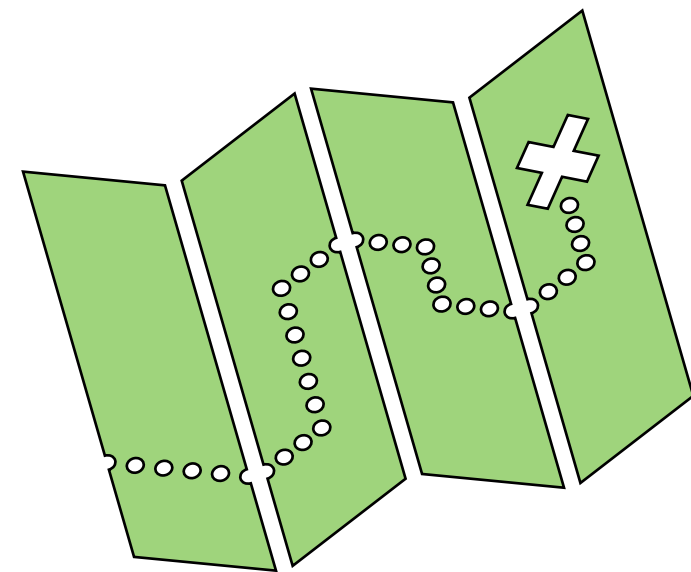
Strength In Experience

- ▶ Guidance
- ▶ Outreach
- ▶ Safety net
- ▶ Responsibility



Knowledge Transfer

- ▶ Oral tradition
- ▶ People based
- ▶ Storing vs retaining knowledge



Knowledge Transfer

- ▶ Orientation
- ▶ Networking
- ▶ Presidents Manual
- ▶ Mentor / shadow

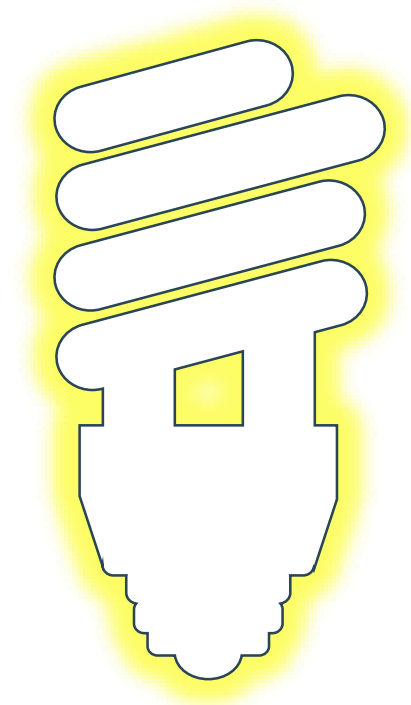


Mentoring



Strength in Newcomers

- ▶ Fresh perspective
- ▶ Creative ideas
- ▶ Adapt lessons learned
- ▶ Build upon best practices



Job Descriptions

Essential Functions:



1. Oversee all division operations – 35%
2. Interpret codes, gain compliance – 25%
3. Communicate, mediate, delegate – 25%

Job Descriptions

Essential Functions:



4. Maintain knowledge of current building codes. Study building safety regulations and stay up-to-date with changes. Represent the county at meetings and taskforces, and as a member of the International Code Council. 15%

Wrap-up

- Evolution of Chapters
- Cultivating Leaders
- Knowledge Transfer
- Strengths



Thank You!

