



SHRMTM

SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Get Involved as a SHRM Volunteer!

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©SHP

- Contribute to the profession
- Share my expertise
- Gain experience and develop valuable skills
- Meet people/network
- Enhance professional reputation
- Sense of achievement

- Leadership
- Financial Expertise
- Bottom-line Sensitivity
- Project Management
- Influencing
- Platform Speaking
- Delivering Presentations
- Organizational Skills
- Conflict Resolution
- Managing People



- Relevant Skill Development
- Increased Loyalty
- Increased Confidence Level
- Expanded Professional Network

Does your employer “get it”?

- Range of Diversity
 - > Age; Generational
 - > Multicultural
 - > Experience—HR and Board (new members on the board)
 - > Skills – searching out people for needed skills

- Incentive or “What’s In It for Me?”
 - > Meaningful projects
 - > Do we get results? What new ideas have we started?

- New leaders feel needed/valued for their efforts
 - > Their ideas/opinions really have any impact
 - > Continual recognition of board member efforts

- We communicate to our members what we are about
- We constantly publicize our identity to our members
- We solicit members' ideas
- We invite interested parties to Board meetings to see us in action

How do we market ourselves?

- We communicate our successes
- We do not appear to be a closed group
- We directly ask people in a personal way to join the board

We have fun!

- You can have an immediate impact & make a difference
- You don't have to have all the answers!
- You will get something out of it
 - > Skills
 - > Sense of belonging; contribution
 - > Friends

Avoid these Leadership Derailers

- Overly concrete
- Impulsive
- Arrogant
- Micromanagers
- Self-promoters
- Volatile

- A board has three primary functions:
 - > to create a clear statement of purpose for the organization,
 - > to support the achievement of that purpose, and
 - > to be accountable for operating the organization in a legal and ethical manner.

Why is Succession Planning Important?

- Turnover on an annual or bi-annual basis based on the assigned terms of office or unforeseen circumstances
- Need to identify who would run the organization when current leaders' terms end
- Need to determine if the next level of leadership would be ready to step in and prepare them to do so



- Identify critical volunteer leader positions in the organization
- Identify individuals who could potentially fill those vacancies
- Ensure that the organization's current mission and vision will be carried forward by future leaders
- Should be directly tied to organization's mission, goals, etc.



- Strong leadership that perpetuates growth
- Increased member satisfaction through great services and meaningful meetings
- Contingency back-up if volunteer leader cannot complete term

- **Succession planning can assist organizations to accomplish the following:**
 - > "grow our own" future leaders
 - > manage diversity through the systematic development of women and minorities
 - > shorten the learning curve for future leaders
 - > increase commitment and loyalty to the organization

- Leadership
- Initiative
- Judgment
- Planning & Organizing
- Teamwork

- Leadership
 - > influence, inspire, guide toward goal achievement
- Initiative
 - > self-starting rather than passively accepting

- Judgment
 - > problem-solving, developing alternative courses of action
- Work Management
 - > planning & organizing

- Teamwork
 - > interacting effectively with others toward accomplishment of goals, showing respect, working toward consensus

- Understanding the Big Picture -
Mission/Vision/Goals of SHRM and Chapter
- Meeting / Event Attendance
- Carrying out the expectations and reaching for a
• higher level
- Demonstrating ethical behavior



Position	Current Volunteer	2018 Projection	2019 Projection	2020 Projection
Director				
Director-Elect				
Treasurer				
Secretary				
Membership Director				
Programs Director				
Governmental Affairs Director				
College				
Certification Director				
Diversity Director				



Questions/Discussion

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