



**Video title: IFT Section Leader Onboarding Webinar: Succession Planning**

**Length: 44 minutes**

**Overview:** Effective Succession Planning is vital for maintaining the long-term sustainability and leadership continuity of your Section.

**Featured Section leaders:**

- Roberta Claro Da Silva, Dogwood Section, President
- Sebnem Karasu, Chicago Section, Chair
- Jennifer Vuia-Riser, Kansas City Section, President
- Ogechukwu Bernadette Tasie, Southeastern Section, President-Elect

**Questions asked:**

Importance of Succession Planning for Section Sustainability

- What are some common challenges in planning for future leadership, and how do you work with your other section volunteers to overcome them?

Identifying and Mentoring Future Leaders Within the Section

- How do you typically identify and find potential leaders? And how do you support them to help them grow and align with your section's goals?

Leveraging Past Leaders

- How can Sections involve former leaders in leadership development and succession planning?

Transitioning Leadership Smoothly: Handoff Procedures and Documentation

- What key steps should you follow to make sure leadership transitions are smooth and well-documented?

Encouraging Engagement and Involvement from Members to Foster Leadership Interest

- How can you motivate members to get involved and become interested in leadership roles?
- What are the things that resonate with people considering a volunteer role?

**Key Takeaways:**

- It is crucial to provide clarity, structure, and support to ensure new leaders have success.
- Effective planning for leadership transitions is essential for the continued success of your Section. It reduces disruption and ensures the preservation of progress annually.
- Proactively identify potential future leaders and offer them substantial opportunities to develop, contribute, and build their confidence.
- Utilize former Section leaders' expertise for advice, mentorship, and transitional support.
- Ensure smooth leadership transition by outlining clear timelines, expectations, and goals for new leaders.
- Maintain updated records, key contacts, calendars, and program guides to ensure smooth knowledge transfer.
- Cultivate an inclusive and participatory environment within the Section to identify emerging talent and motivate members to assume leadership roles. Integrating these practices into your Section leadership cycle can help build a strong volunteer leader pipeline and strengthen your Section's foundation.