



Leadership Identification and Development Process for States

Step 1 – Process opens and members welcome to submit

Timeframe: March 1st through May 31st

Members are given three months to apply through the process. State and local networks should be promoting the volunteer opportunity, a flagship program that seeks to promote members in all levels of the organization. Networks with a high number of submissions typically promote the information on their own communications channels such as newsletters, emails blasts, social media, etc.

- Nationally, an annual Council Corner article distributed to all members announces the opportunity: <https://www.wcr.org/about/lid/>
- The form that members submit is here: <https://form.jotform.com/220755377514156>
- Note, the form acts as a member resume of sorts and does not permit them to apply for actual specific national opportunities.

Step 2 – Submissions will be distributed to State Presidents and recommendations submitted

Timeframe: June 1st-June 15th

Note, submissions will be compiled and sent to the State President. It is up to the State President to distribute to the committee.

- Each state, regardless of size, can submit up to ten recommendations, should they choose.
- New opportunities include: diversity/equity/inclusion efforts, mastermind chairs and co-chairs, session greeters, social media influencers.
- Opportunities are coded into three areas: micro-volunteering, major yearlong commitment, and requires physical travel to national meetings.

Your online link will have multiple pages for recommendations. You must submit all recommendations at the same time. If you choose not to submit the maximum number allowed for your state you will simply scroll to the end of the form, sign it and click submit. The chair also has the option to print the Recommendation Form to retain for the state records.

Timeframe: due to National by June 30th

Step 3. The national Leadership Team reviews and makes some appointments

Timeframe: August 1st to September 30th

Note the following:

- Different appointment opportunities will be announced at different points in time during the year, but appointments impacting Fall will be made by September.
- Note, not all appointments will necessarily originate from the Leadership Identification & Development process. It is one of many methodologies National uses to identify and cultivate talent.