

MINNESOTA STRATEGIC PLAN
GOAL 3 – DEVELOP LEADERSHIP AT ALL LEVELS

STRATEGY A	Remove barriers for considering and the selection of leadership.
Initiative #1	Canvas membership for talents and skills
Expected Outcomes:	<ul style="list-style-type: none"> ➤ Increased participation ➤ Increased visibility in communities
Initiative #2	Educate members about leadership roles available at all levels of the organization.
Expected Outcomes:	<ul style="list-style-type: none"> ➤ Increased participation ➤ Expands leadership at all levels
STRATEGY B	Define expectations and build leadership capacity.
Initiative #1	Develop roles and responsibilities of leadership positions
Expected Outcomes:	<ul style="list-style-type: none"> ➤ Increased confidence in their ability ➤ Empower members to take leadership roles ➤ Availability of information to all members
STRATEGY C	Invest resources in identifying and developing leadership.
Initiative #1	Make use of National/Department websites and available printed materials
Expected Outcomes:	<ul style="list-style-type: none"> ➤ Educated members ➤ Availability of resources to all members
Initiative #2	Offer training opportunities to members yearly
Expected Outcomes:	<ul style="list-style-type: none"> ➤ Educated members ➤ Conveys that we value and want to invest into our members

STRATEGY D	Reward innovative leadership recruitment and development practices.
Initiative #1	Highlight exemplary and successful accomplishments
Expected Outcomes:	<ul style="list-style-type: none"> ➤ More enthusiasm and involvement ➤ Sharing best practices ➤ Conveys to members our willingness to invest into our members
Initiative #2	Encourage members to be mentors at all levels of the organization
Expected Outcomes:	<ul style="list-style-type: none"> ➤ Members taking leadership roles ➤ Creates a positive environment ➤ Fosters leadership skills in mentors