



Leadership Development Committee

STRENGTHENING CLUB GOVERNANCE THROUGH REFERRAL OF POTENTIAL LEADERS

In this LDC FAQ, we'd like to tell the story of a VIP LDC referral—and also give you a better idea of what the LDC is.

BESIDES MAKING recommendations to committee chairs for new committee members, the LDC also makes recommendations to the Nominating Committee for new committee chairs. At the same time that Members are making their recommendations directly to the Nominating Committee, the LDC also searches for and recommends candidates who might make a good committee chair.

The LDC process has proven to be valuable in identifying candidates who might not otherwise have been found. We think it is important for our Members to know the process that the Nominating Committee goes through to choose candidates for committee chairs has not changed, and that the LDC is not involved in that process. The LDC makes recommendations, and it is up to the Nominating Committee to choose candidates. The Nominating Committee does not have to take any LDC recommendations; the LDC is just another way Members get recommended.

Similarly, the process for committee chairs to choose new members for their committees is the same. The LDC recommends people who have been identified as good candidates through the LDC process, by the committee chair's request. Committee chairs continue to identify people on their own and Members are free, of course, to approach any chair directly if they are interested in serving on their committee. Committee chairs are in no way required to take any LDC

recommendations – the LDC acts as a service to help find strong potential candidates. Once those candidates have been recommended to the chairs, the LDC's process is over, and it is still up to the chair to invite them formally onto his/her committee.

In the spring of 2013, the Nominating Committee was looking for a new chair for Buildings & Grounds and it happened to be an LDC candidate who rose to the top of the pack. This candidate had strong leadership skills and had served on many boards and committees in his community. He and his family were also very actively and enthusiastically involved at the Club. This Member was none other than Mark Tabit. Thanks to the LDC process, Nominating was made aware of this highly qualified candidate and Buildings & Grounds got themselves an excellent new leader.

Now, a couple of years later, Mark's leadership skills have proven strong enough that he was asked to be our 72nd President of the Club. So, while the LDC process is just the newest way in which Members with merit and a desire to serve the Club are found, it has proven to be a very effective process indeed! Just three short years after the LDC was conceived and formed, we look forward to the coming year at BABC under the presidency of an already very successful LDC candidate.

– BY DEIRDRE WILEY