Seamless Organizational Transitions
What is leadership?

recognizing others
consistent communication
humility
facilitating buy in
mindful communication
empathy
resourcefulness
knowing how to rely on others and delegate
going toward conflict
being available
approachable
good listener
transformational v transactional
positive reinforcement
What do you consider to be best practices when it comes to organizational leadership transitions? In other words, what will best help with seamless continuity? What information should new leaders have or be aware of?
Continuity

● Electronic notes/Shared Drive;
  ○ Including hot and cold reviews after events, meetings, etc.
  ○ Organized and labeled clearly.
● Maintaining and sharing a document of links to important processes and/or policies.
  ○ Internal group processes and institutional.
● Maintaining and sharing a list of group, campus, and alumni contacts.
● What does your onboarding process look like?
  ○ Meet with new leaders.
    ■ What would you do differently?
    ■ What went well?
    ■ What goals did you accomplish? Not?
  ○ Shadow for 1 term? More?
  ○ Transition retreat?
Gaps or Oversights?

What do you consider areas of concern when it comes to organizational leadership transitions? In other words, what are common oversights or what have been practices in the past that have negatively impacted yours or other student groups?
Dropping the Ball

- Not keeping record of or sharing passwords
- Not taking notes at meetings and maintaining those notes
- Not maintaining record of the constitution
- Not maintaining a calendar or record of important dates, deadlines, and internal and external processes like annual renewal
- Not connecting new leaders with the group’s advisor(s)
- Leaving the group in bad standing with the institution
- Leaving the group in bad standing financially
Offices, Processes & Resources

Classroom Technology Services
Collis Center for Student Involvement
Community Standards
Conferences & Events
Dartmouth Name and Trademarks
Freedom of Expression & Dissent
New Student Programs
SPEC
Title IX
Treasurer’s Corner

Center for Professional Development
Communications
COSO
EMS
Listserv
Safety and Security
Transportation Services
Finances/Treasurer’s Corner

• For information about accessing your funds and processing payments visit Finances: https://students.Dartmouth.edu/collis/

• To access Financial Forms:
https://students.dartmouth.edu/collis/finances/treasurers-corner/financial-forms

• Have questions about Managing Your Accounts, Payments, Event-Related, Travel, or any other Administrative matters?
Contact: Collis.Center.Treasurers.Corner@Dartmouth.edu

• Business Hours: 9:00 AM – 4:00 PM

Diane Nadeau: Senior Accounting Specialist – Student Organizations
Resources

COSO Advisors
Faculty Advisors
Office Hours for Dartmouth Groups

Books:
* Motivating the Middle* by TJ Sullivan
* Leaders Eat Last* by Simon Sinek
* Dare to Lead* by Brene Brown