

## ONS Volunteer Leadership Succession Plan

The ONS volunteer leadership succession plan, administered by the ONS Nominating Committee, will ensure that ONS can fill key organizational volunteer leadership positions with qualified candidates and assist in managing diversity planning. The ONS Nominating Committee, in conjunction with the ONS Board, affiliated organization Nominating Committees and key staff will identify and develop potential candidates for key leadership positions.

The leadership/succession planning process includes the following steps:

### **Identify Potential Candidates**

Local volunteers or potential candidates are identified by previous experience or participation, colleagues' recommendations, or self-nomination.

#### *Previous Experience or Participation*

The ONS Nominating Committee will track the interest of select former ONS leaders or national program participants (e.g. Leadership Development Institute). These individuals may have previously demonstrated leadership skills that will enable them to achieve success at a national level. Individuals who have previously served at a National level may be more concerned/aware of time commitments associated with a particular position. If the former leader/participant is ready to run for office, the NC will recommend that they submit a candidate application. If the former leader is interested in holding office, but does not have the time/interest to commit the Nominating Committee member will make referrals or recommendations as appropriate.

#### *Future Leaders Form*

ONS members can identify colleagues as potential national leaders through an ONS Future Leaders Form. "Future Leaders" should demonstrate high potential/ability that will enable them to achieve success at a national level. The process should promote a diverse slate of potential candidates where feasible including an adequate representation of qualified men, minority, and targeted under-represented members. The Nominating Committee will contact "Future Leaders" to identify interest, commitment, and preparedness for national leadership positions. If the future leader is ready to run for office, the NC will recommend that they submit a candidate application. If the future leader is interested in holding office, but is not yet prepared the Nominating Committee member will make referrals or recommendations as appropriate.

### **Developing Future Leaders**

#### ***Referrals to entry level leadership activities***

If a candidate is not professionally or personally ready to serve in a National position, but would like to volunteer, the ONS Nominating Committee will recommend that the individual take advantage of other Leadership opportunities within the local chapter, SIG, ONS Project Team or Advisory Panels, Health Policy initiatives, etc. Where appropriate the Nominating Committee will continue to track the interest and development of potential candidates.

#### ***\*Interest Meetings at ONS Congress and Mentorship Weekend***

The Nominating Committee will host a general interest meeting at both ONS Congress and Mentorship Weekend. This meeting will provide a general overview of the positions available and will provide helpful hints on completing the Candidate Application.

#### ***\*Mentoring Opportunities***

Future leader candidates may be partnered with former ONS national leaders. These "mentors" will guide the potential candidate with his/her development. Mentors are responsible for offering support and guidance to the potential candidate. They enable the candidate to understand the time, skill, and experience required for national leadership positions.

### **Candidate Review/Tracking**

When appropriate, the Nominating Committee will track future leaders to ensure that potential candidates are continuing to build leadership experiences within ONS and its affiliates.