

# LEADERSHIP DEVELOPMENT COMMITTEE CHARTER

## Purpose

The Leadership Development Committee (LDC) is a standing committee whose purpose is to assist International Council (IC) in:

- Developing future leaders for board and committee level service within Gamma Phi Beta and in the interfraternal world through educational programming and cultivation.
- Developing a leadership strategy to ensure that effective, transparent preparations are made to support the Sorority's strategic, policy-driven governance model.
- Cultivating and tracking future leaders in the leadership pipeline.

## Objectives and Responsibilities

- Develop, evaluate and refine a multi-entry leadership development journey based on identified outcomes and member competencies for board and committee level service.
- Engage stakeholders to understand the existing barriers, current impressions and issues that arise with respect to developing board and committee level leadership.
- Determine desired outcomes for training and the education needed to achieve each competency at the board and committee level.
- In partnership with staff, market opportunities for board and committee level leadership education and competency development.
- In partnership with staff, continue to evaluate Gamma Phi Beta's stated member competencies as they apply to board and committee level service.
- Stay informed regarding current Gamma Phi Beta, fraternal and industry trends and challenges to best prepare tools and resources for board and committee level leadership within the Sorority.
- Develop women to serve in board and committee level leadership roles within the National Panhellenic Conference and other external organizations that strengthen Gamma Phi Beta's place in the interfraternal world.
- Cultivate relationships with women in the leadership pipeline to determine their leadership goals and assist with mapping pathway opportunities to achieve those goals.
- Review and make recommendations to International Council (IC) regarding significant resource investments in support of the proposed leadership strategy.
- Perform such other duties and responsibilities as may be assigned to the Committee.

## Committee Composition

The Committee shall consist of:

- A chairwoman who is appointed by IC.
- One member of IC who is appointed by IC.
- Between four and eight volunteers appointed by IC.
- One staff committee member who is appointed by the executive director.

- Nominating Committee chairwoman or her designee.

Members are appointed for a three-year term and may serve no more than two consecutive terms. The chairwoman is appointed for a two-year term and may serve no more than three consecutive terms. It is preferred that the chairwoman shall have served on the LDC. Past terms served on the LDC by an LDC member who is subsequently appointed to the chairwoman shall not be considered when calculating term limits. Leadership Development Committee members may not be current members of the boards of either the Gamma Phi Beta Foundation or the Facilities Management Company.

A vice chair may be selected by the Committee from among the Committee members. The vice chair may assist the chairwoman with project management, preside over meetings in the absence of the chairwoman and assume other duties as needed.

All volunteer appointments to the Committee shall be made in accordance with the Sorority's process for volunteer leader appointments. All volunteers of the Committee shall be appointed by IC considering the recommendations of the Committee chairwoman and/or Governance and Personnel Committee (GPC).

International Council and committee chairs will work in partnership to address any Committee member's failure to meet expectations, with IC having the authority to remove a Committee member.

### **Operations**

- The Committee will meet as often as it deems necessary to carry out its objectives and responsibilities, but in any event not less than four times per year. The Committee must have a majority of its members present to conduct a meeting.
- The chairwoman shall preside over the meetings of the Committee.
- Meetings shall occur via conference or video call. When deemed appropriate by IC, the Committee may meet in person.
- The Committee will report to IC on the activities of the Committee as often as it deems necessary to carry out its objectives and responsibilities, but in any event not less than four times per year.
- The Committee may form and delegate to one or more working groups all or any portion of the Committee's responsibilities, provided that no working group shall consist of fewer than two members.
- The Committee shall review and assess its performance annually. The GPC will determine the form and nature of the annual self-evaluation. The GPC will review the results of the annual self-evaluation and share them with the chairwoman.
- The Committee shall review and assess annually whether this charter appropriately addresses the matters that are or should be within its scope and, if appropriate, recommend changes to the charter to IC for approval.

### **Date of Adoption**

This charter was adopted by IC effective October 18, 2021.