

Leadership Development Committee Charter

Mission

The Leadership Development Committee (LDC) is a special committee appointed by International Council (IC) to optimize resources and best prepare future leaders for highest-level service within Gamma Phi Beta. The LDC will develop a leadership strategy to ensure that effective, transparent preparations are made that will benefit the Sorority's implementation of a strategic, policy-driven governance model. The LDC will make recommendations as appropriate to IC and collaborate with multiple workforce partners.

Authority and Responsibilities

Policies

1. Determine what Gamma Phi Beta's stated member competencies look like at the highest levels of service.
2. Identify deficits in Gamma Phi Beta's current leadership programs and pathways in developing member competencies.
3. Engage stakeholders in understanding barriers to highest levels of service and impressions of highest levels of service.
4. Determine desired outcomes for training and the education needed to achieve each competency at the highest level of service.
5. In partnership with appropriate staff and other workforce partners, develop, evaluate and refine a comprehensive, multi-entry leadership development journey grounded in relevant research for members interested in the highest levels of service based on identified outcomes and member competencies.
6. Market opportunities for competency development.
7. Work with staff in oversight of the pilot programming and training that uses various methods for delivery, and complete assessment to determine effectiveness of intended outcomes and competencies. Suggest ongoing mechanisms to evaluate, create and update opportunities that may enhance and/or expand implementation and participation.
8. Research and, if appropriate, develop a mentorship program for interested and potential future IC members.

Educate the Board

1. Provide IC with assessments of any issues that arise with respect to developing leaders for the highest levels of service.
2. Review and make recommendations to IC regarding significant resource investments in support of the proposed leadership strategy.

Organization

Review of Charter/Performance

The charter shall be reviewed and reassessed by the LDC at least annually, and any proposed changes shall be submitted to IC's Governance and Personnel Committee for approval. In addition, at least annually, the LDC shall evaluate its performance. The chairwoman of the LDC, together with the Governance and Personnel Committee, shall determine the form and nature of the annual self-evaluation. The chairwoman of the LDC shall report the results of the evaluation to the Governance and Personnel Committee.

Membership/Structure/Quorum

The LDC, appointed by IC, will be comprised of up to seven members who have served on International Council or who have served in board-level leadership positions outside of Gamma Phi Beta who have an interest in developing future leaders for highest-level service within Gamma Phi Beta plus a staff liaison; all shall be voting members except for the staff liaison. The membership of the LDC will be comprised of the following:

- One chairwoman
- One representative of the Nominating Committee
- One member of International Council
- Up to four appointed members
- Professional staff liaison

The term of office shall be three years unless otherwise indicated by IC. A quorum shall consist of a majority of the voting members of the LDC. LDC members may not be current members of the boards of either the Gamma Phi Beta Foundation or the Gamma Phi Beta Facilities Management Company.

Terms of Office

The term of each individual serving on the LDC shall be three years beginning August 1 through July 31. No LDC member may serve more than two consecutive terms.

Past terms served by the International Council representative or the Nominating Committee representative who is subsequently appointed a member shall not be considered when calculating term limits.

IC shall fill any vacancy occurring on the LDC. Upon the occurrence of a vacancy on the LDC, the LDC may collectively recommend candidates to fill any such vacancy.

The Nominating Committee member will be appointed by IC and will serve on the LDC for the duration of her term on the Nominating Committee.

Chairwoman Position

IC shall appoint a chairwoman of the LDC. The chairwoman shall preside at all meetings of the LDC and perform such other duties as may be directed by IC or the LDC.

Term of Chairwoman

The term of the chairwoman shall be two years effective August 1 through July 31. A chairwoman may serve up to three consecutive two-year terms.

Staff Designee

A member of the International Headquarters staff will serve as a liaison to the LDC as an ex-officio, non-voting member.

Meetings

The LDC shall meet four times annually via conference call and can meet more frequently as circumstances require. The LDC can communicate between meetings via email communication. The LDC may meet in person, if necessary.

Agenda, Minutes, and Reports

Agendas for LDC meetings shall be prepared by the chairwoman in collaboration with the staff liaison. The LDC shall keep minutes of meetings and provide quarterly reports and as necessary to IC. Minutes of all meetings shall be approved by LDC members at the following meeting. The chairwoman shall designate one of the Committee members to serve as secretary of the meeting.