

# COMMUNITY BUILDING

## EFFECTIVE COMMUNITY LEADERSHIP

### *Ideas for Action*

- ❖ **Create interest in leadership** through identifying potential candidates, holding a government day, conducting a public relations campaign, or creating a brochure with goals and leadership skills required for various positions.
- ❖ **Identify the skills each community wants in its leaders**, such as the ability to communicate, delegate, nurture, seize an opportunity, make decisions, be assertive, obtain results, motivate, compromise, or negotiate. Other positive traits include energy, tact, diplomacy, and the ability to be self-critical. Communicate these skills to the public.
- ❖ **Develop on-going affordable local leadership seminars and workshops** with support tools, inviting business, government, education, social services, and the hospitality/tourism industry. Educate employers to send their employees and to pay for the tuition.
- ❖ **Broaden participation in existing leadership training programs** beyond just the business sector. Include the non-profit sector and government in the programs.
- ❖ **Coordinate the three sectors** (public, private and non-profit) to more effectively work together towards the common good. Help them understand and work towards shared concerns.
- ❖ **Develop leadership training programs** that inform potential leaders about the community and train them in the skills necessary to be an effective leader.
- ❖ **Hold interdisciplinary neutral forums for the community** to allow people to network and learn about other aspects of the community. Develop apprenticeship/mentor programs to bring new talent into the process, including youth. One method would be to appoint alternates to various boards in an effort to train up-and-coming leadership.
- ❖ **Provide adequate facilities for town government** to enhance the work of community leaders. Facilities and work space are an important part of making things run efficiently.

- ❖ **Conduct quarterly town government meetings for informational purposes only.** Don't take any votes. It provides an opportunity for the public and the elected and appointed officials to talk about the community. Let the government know what the public wants and, at the same time, let the public know how they can and should help.
- ❖ **Create job descriptions for community leaders** and make them widely available so anyone interested in volunteering will know what is expected in time, talent and interest. Have officials discuss their jobs in schools and in public forums.
- ❖ **Publish profiles of people in leadership positions within the community.** This way, the community can see what is involved in leadership and that it requires broad-based participation to be truly effective.
- ❖ **Train leadership in how to run meetings effectively** so more people are interested in attending.
- ❖ **Offer leadership scholarships for youth** to encourage future leadership development.
- ❖ **Create student mentoring programs or presentations in the schools** so students see first-hand what it takes to be a leader.
- ❖ **Create ad hoc committees** to include people who live outside an area but work in a community and can provide valuable input.
- ❖ **Create institutionalized leadership internships** on a yearly basis. For example, create an internship to be filled by a high school senior and make selection an honor.
- ❖ **Place a civic curriculum in the schools with a leadership component.** Help students learn about leadership and train them to become tomorrow's leaders.
- ❖ **Create an advisors program to assist the leadership in specific areas of concern,** utilizing the interests and talents of community members, such as seniors.
- ❖ **Develop an informal council made up of community leaders** to gather over lunch on a regular basis to share ideas, approaches, and ask for help or ideas. Shared information often facilitates action.
- ❖ **Devise ways to work together on a regional basis.** Many problems can't be solved by one jurisdiction alone and leadership must learn to work together.
- ❖ **Recognize leaders' contributions** so more people become willing to step forward and serve.
- ❖ **Implement an exchange program between the corporate sector and local government** for the sectors to learn from each other.

- ❖ **Use time-limited, project or issue specific task forces to offer expertise in given areas to leadership.** In such an advisory capacity, they could include the expertise of people from neighboring communities who work but don't live in the area.

**Resources:**

Granite State Civic Profile Book of Ideas, The Governor's Commission on New Hampshire in the 21st Century.