

# Building your committees

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## Building your team

- You are a leader of leaders – that is the most important part of your role. You cannot lead, however, without individuals on your team. You determine the strategy, your committee executes on that strategy. As a leader, you are expected to:
  - **form and maintain a committee** of volunteers
  - **actively invite members to participate on committees** . Committees vary in size, structure, and levels of sophistication.
  - You define how often you meet with your committees and the delegation of work activities.

## Finding your leaders

- You can never have too many and should always be prepared to have backups in place. Tapping on the shoulder is key.
- Begin with existing committees – who is still there? Who will continue? Who will step away?
- Ask for suggestions from your board
- Tap into your network – do you have colleagues, or acquaintances that would be perfect for a role? Ask!
- Reach out to large groups on social media – use LinkedIn, Twitter, Facebook, etc.
- Post in your **regional member community** - this is a great way to tap into existing HBA members who might not already be involved
- Attend HBA events – your own events are one of the best places to find and recruit new talent. Attend as many as possible with your eye open for individuals seeking involvement.

## Supporting your team

- Develop one of your committee members as your successor. Think about succession planning early
  - Share your knowledge/wisdom
  - Help your volunteers identify an HBA career path and support it, even if it means moving off of your team
  - **Recognition** goes a very long way
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