

# *Discovering the key to successful leadership development*

Leadership development is critical for HFMA to continue serving members, satisfying member needs, and growing the Association's resources. It has been said many times and it still rings true that volunteer leaders are the backbone of HFMA.

Chapter leaders recognize the importance of identifying new leadership and the challenges associated with recruiting members into leadership roles. At a recent Leadership Training Conference (LTC), chapter leaders were asked, "Why did you choose to become a leader with HFMA?" Most of them stated, "I was asked." In addition to being asked, here's what they had to say:

*"I wanted to mentor someone."*

*"I wanted to be mentored."*

*"I wanted recognition from my employer."*

*"I wanted to distinguish myself."*

*"I was looking for peer interaction."*

*"I was looking for career development opportunities"*

*"I wanted to break out of mediocrity."*

*"I wanted to change things."*

*"I wanted to gain knowledge."*

*"I wanted to travel."*

*"I felt it was my responsibility."*

What's to be learned from this? First, people are more likely to volunteer if they are asked. It's an important and simple step. Second, everyone has different personal and professional reasons for getting involved. When recruiting volunteers, realize that their motivation for getting involved may not be the same as yours. Find out what motivates the individual and match the skills, knowledge, and desires with the positions available in the chapter.

HFMA chapter leaders continue to be innovative and energetic in recruiting and developing leaders. Great ideas and strategies abound. The LTC also showed that along with these great ideas, the successful chapter

must have a plan to develop leaders. Leadership development is a process that requires management and attention. The four phases of leadership development---identification, recruitment, development/orientation/training, and recognition-----are equally important to chapter success.

Some key questions for HFMA chapter leaders to consider are: How does your chapter currently identify, recruit, train, and recognize leaders? Do you have a formal leadership development plan? Who manages your leadership development process? Where does leadership development fit in with the chapter's strategic plan?

Watch for future leadership development articles that will feature best practices and successful strategies related to identification, recruitment, training, and recognition.