

Title: Leadership Coaching Committee (LCC) Charter

Effective Date: FY24

Revision: 6

Supersedes: 7/2021

Approved May 8, 2023

Purpose

- The Leadership Coaching Committee (LCC) works with section, Members at Large (MAL), and affiliate leadership to support section/affiliate vitality.
- LCC provides meaningful coaching by:
 - Developing and maintaining effective coaches
 - Leveraging available SWE resources in support of section/affiliate vitality and leadership development
 - Advising on existing and future SWE resource needs

Background

- The Leadership Coaching Committee began as the Section Vitality Task Force in 2001. This Task Force provided proactive intervention to at-risk sections. This Task Force helped to stop the decline in membership and decreased program participation of our failing sections. The Task Force then evolved to develop training modules that support section leadership development and management skills. Task Force members were trained on these modules and then took the training to sections.
- In FY05, the Task Force became a committee and was funded by a donation from SWE member Anne P. Rowe, PhD. The name was changed to the Leadership Coaching Committee. The LCC developed a Vitality Assessment to assist the Region Governance team in evaluating sections.
- In FY16, the Collegiate Leadership Coaching Committee (CLCC) and the Leadership Coaching Committee (LCC) combined and are known as the SWE Leadership Coaching Committee (LCC). LCC has coaches that are Professional and/or Collegiate Section focused based on their previous SWE leadership experience. In FY17, LCC rolled out a formal consulting structure, and began strategically adapting to the planned SWE Governance Changes.
- The committee is composed of leadership coaches selected by the committee. Each leadership coach is assigned several sections/affiliates to maintain communication and offer support throughout the fiscal year. Leadership coaches can have professional and/or collegiate focus referring to the group type with which they interact.
- In FY20, the former Board of Directors appointed Faculty Advisor / Counselor Coordinator was integrated into the LCC as a lead role.
- In FY21, LCC grew their reach globally with on-demand leadership coach assignments for affiliates outside the US.

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Scope

- Coach and support SWE sections, MALs and affiliates to achieve SWE's mission and goals.
- Develop, maintain and retain coaches with SWE knowledge to foster connections & share pathways for leadership development.
- Liaise with various committees on resource needs and necessary improvements based on coaching interactions.
- Liaise with HQ and various committees to assist the facilitation of the section and affiliate start up process.
- Support and liaise with Faculty Advisors/Counselors of Collegiate Sections and Collegiate Affiliates.
- Collaborate with other SWE society committees or groups to support efficient and effective engagement as needed (example: defined in the annual SWE Operational Plan)
- Assist in section inactivation and/or dechartering with other appropriate committees and Society HQ.

Out of Scope

- Classroom / lecture-based training
- Curriculum Content maintenance & development
- Maintenance of SWE sections/MALs/affiliates leadership information

Resources & References

- SWE's Advance Learning Center (ALC)
- 360 Degree Feedback completed by section leadership, leadership coaches, and LCC leadership
- Coach leadership development and internal committee training
- SWE Leadership Competency Model
- SWE HQ
- SWE committees as needed for consultation

Authority & Limitations

- LCC can bring forward recommendations for leadership development and professional excellence to SWE groups and leaders at all levels.
- LCC can recommend but not create new content areas
- Budget is provided in the SWE operational budget for these activities

Deliverables

- Annual strategic and tactical plan flowed down from the SWE Strategic and Operating plan
- Consultation to SWE sections, affiliates and MALs, including newly chartered sections and affiliates; support of SWE leaders as needed.
- Annual coach training on coaching skills, available resources and media, expenses, and operating procedures

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Membership

- Keep BOD Liaison apprised of successes, challenges, and opportunities throughout the fiscal year

Criteria for Success

- Chair and Chair-Elect
 - Leads for coach management and other major committee functions
 - Leadership coaches (minimum 2-year term)
- Timely support to sections, affiliates, MALs
 - Customer satisfaction from interactions with SWE groups
 - By request, support struggling sections to return to good standing as outlined in SWE's Bylaws & Section Agreement

Report To

- Director as designated each fiscal year

Duration

- To be reviewed in FY25.