

# **Title: Leadership Coaching Committee (LCC) Charter**

**Effective Date:** FY20

**Revision:** 4

**Supersedes:** 7/12/18

## **Purpose**

- The Leadership Coaching Committee (LCC) works with section, Members at Large (MAL), and affiliate leadership to develop and support SWE leaders at all levels through consulting.
- LCC provides meaningful leadership coaching and consulting by:
  - Developing and maintaining effective coaches
  - Leveraging available SWE resources in support of leadership and pipeline 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 who have traditionally been reviewed / selected / approved by the chair. Each leadership coach is assigned several sections to maintain communications and offer support throughout each fiscal year. Leadership coaches can have professional and/or collegiate focus referring to the group type with which they interact.
- In FY20, the former BOD appointed Faculty Advisor / Counselor Coordinator was integrated into the LCC as a lead role.

## **Scope**

- Consult with and support SWE sections, MALs and affiliates to achieve SWE's mission and goals.
- Develop, maintain and retain coaches to support SWE's leadership pipeline.
- Liaise with Curriculum Committee on Professional Development resource needs and improvements needed based on consulting interactions.
- Collaborating with other SWE groups as defined in the annual SWE Operational Plan

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### **Resources & References**

- SWE Professional Development resources
- Subject Matter Experts (SME)
- Vitality Self Assessments completed by SWE sections
- Coach personal development and training sessions
- SWE Leadership Competency Model
- SWE HQ

### **Authority & Limitations**

- LCC can bring forward recommendations for leadership development to SWE groups and leaders at all levels.

### **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.
- Onsite consulting at Society Conference and WE Local Conferences
- Annual coach training on consulting skills, available resources and media, expenses, and operating procedures
- Feedback to notify BOD Liaison of non-responsive sections
- Three (3) reports on the execution to annual committee plan & LCC metric dashboard aligned with the BOD reporting schedule.

### **Membership**

- Chair and Chair-Elect
- Leads for coach management and other major committee functions
- Leadership coaches

### **Criteria for Success**

- Timely support to sections, affiliates, MALs and other SWE leaders
- Excellent customer satisfaction from interactions with SWE groups
- Conversion of struggling sections to good standing as outlined in SWE's bylaws
- Promotion of coaches into society leadership pipeline

### **Report To**

- Director as designated each fiscal year

### **Duration**

- Beginning in FY20.