

Executive Transition

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AU | Athabasca University
SU Students' Union



Pretty satisfied with our EC Transition. We changed a couple of things but mostly it was the attitude of the incoming student leaders. Last year, they were late, or some didn't show or demonstrated a lot of hostility towards having to attend orientation.

This year, they were super excited and had great energy. For me, it made all the difference.



“

I am very happy with our Executive transition. It's long, thorough, but still a lot of fun for the students, and it connects them with their profound responsibilities as elected representatives.

”

We completely started from scratch this year and we are still collecting feedback on how it went. Hopefully, I will have some feedback to provide at the conference. We did change the name of it and it's now called, EC On-Boarding.





I'm not happy with what we are doing but I wasn't happy with what we did before either. Long and slow seems to be better than short and sharp but I rarely feel confident that they know what they need.

“

We are always making small tweaks to our Exec Transition, but I think we have an excellent overall program.

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We have recently enhanced our transition practices however; I feel there is still room for improvement.

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I'd say our transition is *good* but could always be improved.

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“

I am somewhat satisfied. We accomplish a lot, but I would like to see the emphasis move more towards legal and governance training and responsibility. Have guests ie a lawyer in to emphasize things like due diligence, risk management etc...and perhaps less emphasis on things like team building and communication.

”

“

I am very happy with our transition plan, as
I stole most of it from Chelmick. Haha

”

“

We're fairly happy with our transition process. I would say that it's worked reasonably well (and gets better every year) but getting everyone in the same room at the same time is definitely the toughest part of all of this, without staff repeating themselves over and over again.

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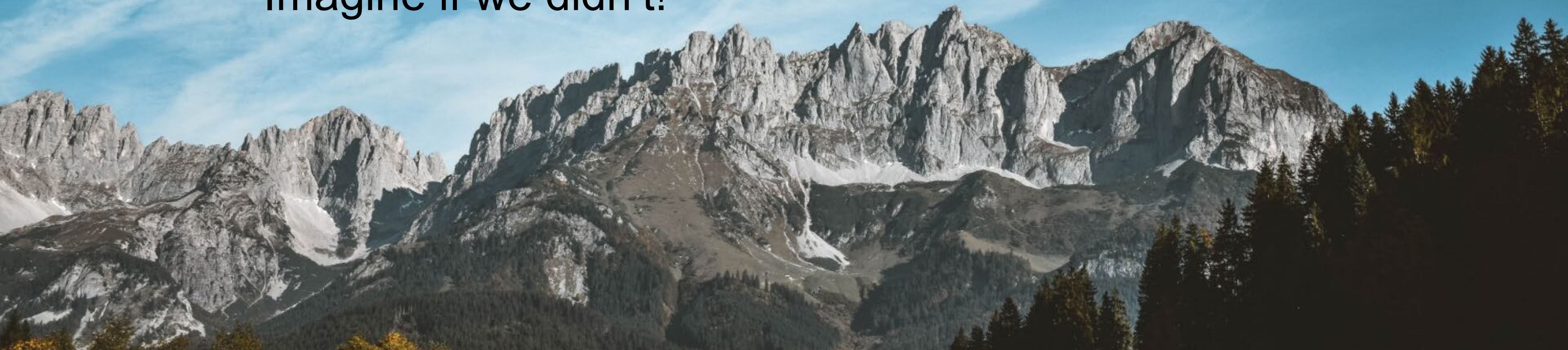
WHAT PROBLEMS ARE WE LOOKING TO SOLVE



- Executive Changeover is an inevitable aspect of our organizations.
- Executive knowledge varies, which requires training, orientation, and ongoing development.
- A poor transition can lead to a poorly executed term year, which can set SA/SU back.

Why do we do this?

- Executive Knowledge and Experience Varies Each Year
- Passing on Historical Information
- Clearly Defines Roles & Responsibilities
- Team Building essential for bringing group together
- The desire to, Hit The Ground Running
- Imagine if we didn't!



Why does it Matter?

- Helps Organization Maintain Momentum
- Helps Further Organizational Goals
- Maximizes Executive Potential
- Provides Rewarding Student Leadership Experience
- 1 Step Forward...2 Steps Back



Why does it matter to the ED?

- Identifies Strengths & Weaknesses of the team.
- Executive Committee dynamics are modeled for incoming.
- Allows ED to adapt to new team, which is essential.
- Identify unhealthy expectations of new Exec's.
- Executive team is immersed into organizational culture.
- Observer, Instructor, Guide, Mentor, Leader (demo your role)



Our Story



**Athabasca University
Students' Union**



Establish Your Team Culture

- **Starts with the GM/ED and the staff**
- **Create an environment that MAXIMIZES potential of Staff & Exec's**
- **Build a team of staff that thrive in this student -led environment**
- **Make sure everybody counts, and everyone knows they count**
- **Informal work environment is an organizational advantage**
- **Professionalism, Collaboration, Teamwork, Respect**



Executive Transition Timelines

- Begin as soon as you can
- Set the tone for the organization right away that is professional, supportive, team orientated, fun!
- Establish ANNUAL Timelines as well.
- How things start, is how things end!
(foundation, expectations, boundaries)



High Level of Communication Required

- Establish roles and responsibilities
- Provide language for Exec's to adopt
- RESPONDING vs REACTING
- Make decisions by committee and empowers executives to collaborate
- Bonds Executive Committee and the Staff
- What “outgoing” communicates carries a heavy weight.



Annual Transition Activities

FEBRUARY - MARCH

- Candidate Orientation Prior to Election
- Support Throughout Election Process
- Opportunity to garner Exec confidence before they take office.



Annual Transition Activities

APRIL - MAY

- EC Spring Transition (multi-day)
- Intro to AUSU and Meet the Staff
- Executive Job Shadowing
- Review Executive Manual
- Meeting Chair Orientation
- One-on-One's



Annual Transition Activities

JUNE - JULY - AUGUST

- Council Retreat (June)
- Exec Work-Plan Development





Annual Transition Activities

OCTOBER - 6 Month's

- Opportunity for a 6-month touch point.
- Opportunity for Questions...topics from spring transition make sense now.
- Assess Workplan Progress.
- Lesson's Learned.
- Stop and smell the roses.



Annual Transition Activities

JANUARY

- Executive Retreat - Banff

Work-Plan review

Hot Topics

Transition Planning

Team Building

30-60-90

RUN THROUGH THE FINISH LINE



Executive Transition Downfalls

- Failing to Maximize the Investment.
- Lack of Consistency from one Exec to the next.
- Weak Agenda – needs to feel like work!
- Lack of Buy-In
- Plan to fail, if you fail to Plan!



Must See Topics!

- Roles & Responsibilities
- Role of Staff (Student Led – Staff Run)
- Legal Responsibilities
- Create an Executive Manual
- Communicate clear HR practices
- “Shared” Responsibility!



Usain Bolt vs 4x100m Relay Team

9.58 SECONDS



- 100m WR – 9.58 seconds x 4
OR
- 4 x 100 Relay Team



Usain Bolt vs 4x100m Relay Team



- 100m WR – 9.58 seconds x 4 = 38.32
- 4x100 Relay Team = 36.84
- 1.48 seconds faster





Athabasca University Students' Union

