



# Leading Practices

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Council Member Orientation and Training

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A leading practice is one that is more efficient and effective for delivering a particular outcome, based upon the constraints of the organization it is being applied to.

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Leading practices are leading only in a particular point in time, and are acknowledged to be continuously developing.

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A leading practice will generally only be leading for period of time, after which other practices may become leading.

What is a leading practice?



Not the same thing



Orientation is the delivery of general information that has to do with the organization and how it is run.



Training is specific to the role and how to perform in the role of Council member.

# Orientation and Training

# Orientation



Determine the overall goal and expected outcome(s) for new Council member orientation



All new Council members should be provided with the information necessary to fulfill their responsibilities.

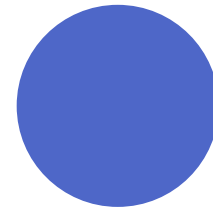
# Orientation

- What do new members need to know?
- Develop an outline to guide the orientation of new Council members
- Some topics to consider:
  - Program
  - History
  - State plan and annual work plan
  - Finances
  - Organizational Structure
  - Member roles and responsibilities
  - Council operations

- Best when Council members and Council staff partner and share the responsibilities and activities of orientation and training activities

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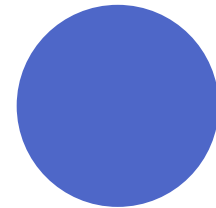
Leading Practice #1



- Best when information is organized in a way that is manageable to present and not overwhelming for the new member.

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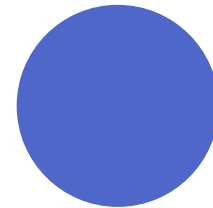
Leading Practice #2



- Best when all Council members are invited to the orientation – no matter how long they have been on the Council.

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Leading Practice #3

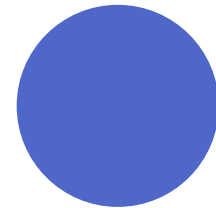




- Best when Council member input is asked for and used to determine training topics.

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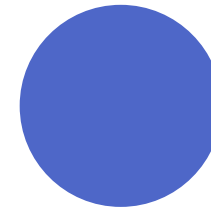
Leading Practice #4



Best when training is  
planned and placed on  
the annual calendar.

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Leading Practice #5



Discussion/Questions?