

Leadership Development Task Force

2023/2024

CHAIR(S):

Dan Gorman, Immediate Past Chair

CHARGE

The Leadership Development Task Force identifies industry thought leaders to match leadership needs of the Association. CHPA welcomes a diverse and inclusive leadership body. The task force focuses on year-round leadership recruitment and development, identifying leadership paths for new volunteers and newer professionals, Board development topics and supports the nomination process for the CHPA Board of Directors. This Task Force will also determine the mechanism to evaluate volunteer performance as part of leadership succession for the association.

COMPOSITION

The immediate past chair is the chair of this Task Force and one other CHPA Board member appointed to this Task Force, per CHPA bylaws. All task force members shall belong to a member company in good standing. The composition of the rest of this task force represents a diverse range of CHPA member companies (membership type, revenue ranges, geographic locations) and the industry overall.

Members of this Task Force are not considered for Board nominations for the same period as serving on this Task Force.

The term of appointment to this task force is from March 2023-February 2024. All task force members should expect to contribute an average of 2-3 hours per quarter.

STRATEGIC FRAMEWORK SUPPORT

The Board of Directors guides CHPA via a Strategic Framework which allows CHPA to be nimble and agile in program and services development and delivery. Task forces support a variety of objectives and action steps within the Strategic Framework. Below are the objectives this task force supports.

- Create 5 leadership pathways for next gen professionals.
- Members rank their volunteer experience a 4.5 or above on a 6-point scale.

RESPONSIBILITIES AND ONGOING TASKS

- Q2-Q3
 - Review current Leadership Matrix to identify potential gaps in leadership perspectives and make recommendations to the Board of Directors for updates or additions.
 - Review current policies and processes related to CHPA elections.
 - Determine accountability for volunteer positions.
 - Identify and/or nominate potential leaders for the Board of Directors.
- Ongoing
 - Identify/clarify leadership paths for volunteers and newer professionals.
 - Suggest ongoing development topics for volunteer leaders.

Corporate Housing Providers Association (CHPA)

3502 Woodview Trace, Suite 300, Indianapolis, IN 46268 | 317.328.4631 | info@chpaonline.org | www.chpaonline.org

- Participate in meetings throughout the year, typically held virtually.
- Encourage fellow members to attain both the CCHP certification and Company Accreditation for Board positions.

STAFF LIAISON

Mary Ann Passi, CAE, CEO

STAFF RESPONSIBILITIES

- Maintain task force roster.
- Schedule task force meetings, work with chair(s) to develop agendas and complete meeting summaries.
- Maintain board history and leadership matrix, bringing recommendations to the Board of Directors for changes.
- Coordinate online leadership application form and voting process.
- Provide support to the task force throughout the year including data, historical context and any other additional information needed to allow the task force to make informed recommendations.
- Provide broad-level perspectives of CHPA programs, services and initiatives which may impact the discussions of the task force.

IMPACT

Task force members will have the opportunity to introduce new potential leaders to the association and expand the perspectives involved in CHPA. Task force members will assist in clarifying leadership pathways for newer professionals to the industry and help determine programming for continued learning at all leadership levels. Additionally, they will expand their professional network