

# Leadership Development Task Force

2026/2027

## **CHAIR(S):**

Michelle White, CCHP, 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. All task force members shall be appointed by the vice chair and belong to a member company in good standing. The composition 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 and are required to hold their CCHP.

## **TERM**

March 2026-February 2027

## **TIME**

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.

- Increase the number of CCHPs by 20%

## **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.
  - 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**

Nick Estrada, CAE, CMP, 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.

## **YOUR RETURN ON INVESTMENT**

By serving on this task force, you will

- Expand your professional network
- Influence the future leadership of CHPA and consequently impact the industry
- Develop your critical thinking abilities to identify and match future leaders with opportunities

## **JOIN THIS TASK FORCE IF**

- You're ready to take on the challenge of identifying future leadership for the association
- You want to participate in robust discussion about association leadership