

# Welcome to the 2021 Post Leaders Workshop!

Monday, August 9, 2021

Thanks to our session sponsors:



# CODE of CONDUCT

SAME is committed to providing a safe and welcoming experience for all participants, regardless of race, ethnicity, disability, religion, political affiliation, gender, gender identity or expression, sexual orientation, and any other characteristic protected by applicable federal, state, or local laws, regulations, or ordinances. SAME does not tolerate discrimination, intolerance, harassment, aggression, or ill-will of any kind, whether presented in-person, digitally, or via another method. When engaged in SAME activities or representing SAME, SAME expects all members, participants, sponsors, employees, and staff to:

- Maintain the highest professional standards of ethical behavior.
- Respect the dignity, health and safety of themselves and others.
- Be positive, friendly, and welcoming to others.
- Support diversity and inclusion.
- Attend in-person meetings and events only when in good health.
- Maintain the confidentiality of Society business and its members. Directories, mail lists and membership information shall be used only for their expressly stated purpose.

# Housekeeping Notes and Tips

All sessions will be recorded and available in the on-line Post Resource Center.

All attendees are in a listen-only mode

Submit questions at any time using the Q&A tab. Upvote questions you like!

Use the chat to talk with other attendees

Find the presentation and other resources for download in the HANDOUTS section of your control panel

Use the CHAT if you need technical help!

# Leadership Development/ Succession Planning

Col Matt Altman, USAF, P.E, F.SAME

Sharon L. Krock, SPWS, F.SAME

# Today's Topics



# Today's Presenters

## Col Matt Altman

**Chair, SAME Key Leader Development Commission**  
**Commander, 47th Mission Support Group**



- Originally from Clifton, VA
- Notre Dame grad – GO IRISH!!!
- Air Force Civil Engineer
- SAME history:
  - Space Coast Post ('02-'05)
  - Delmarva Post ('05-'08)
  - Lajes Field Chapter ('08-'10)
  - Kaiserslautern Post ('10-'13)
  - NoVA & D.C. Posts ('13-'17)
  - Kunsan Field Chapter ('17-'18)
  - Minot Post ('18-'20)
  - San Antonio Post ('21 – Present)
- Currently stationed 5 mi from the U.S.-MEX border

# Today's Presenters

## Sharon L. Krock

**SAME – National Vice-President**  
**Schnabel Engineering – Branch Leader**



- Wetland Scientist
- TV Personality? *Stone House Revival* Season 3, Episode 14 and Season 4 airing August 25, 9 ET
- SAME history
  - Philadelphia Post ('04-present)
    - President '12- '13
  - Elected Director ('13- '14)
    - STEM task force chair
  - Regional Vice President ('17- '20)
  - Academy of Fellows XC ('20- '21)
  - National Vice President ('21-present)

# POLL #1

## Let's get warmed up!

What position do you hold in your post?

President

Vice President

Treasurer

Secretary

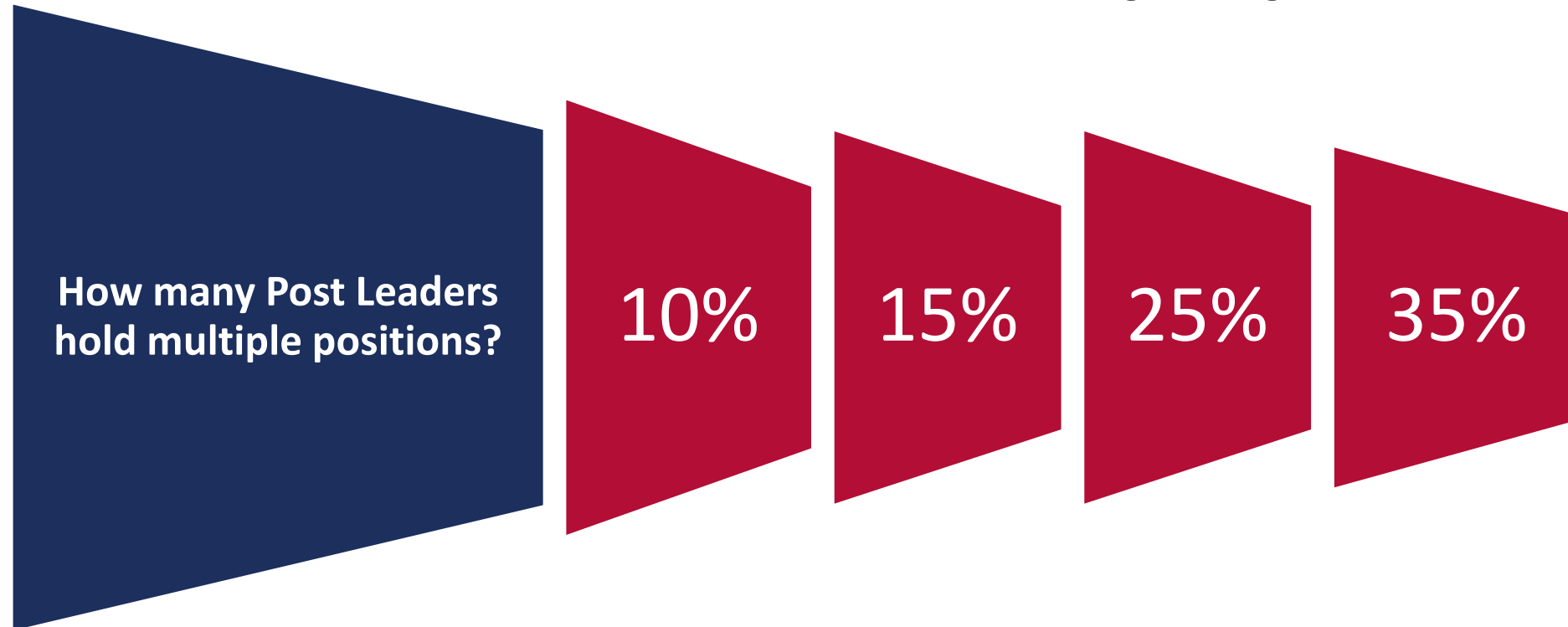
Committee Chair

None yet, aspiring post leader



## POLL #2

# Are the leaders the same people?



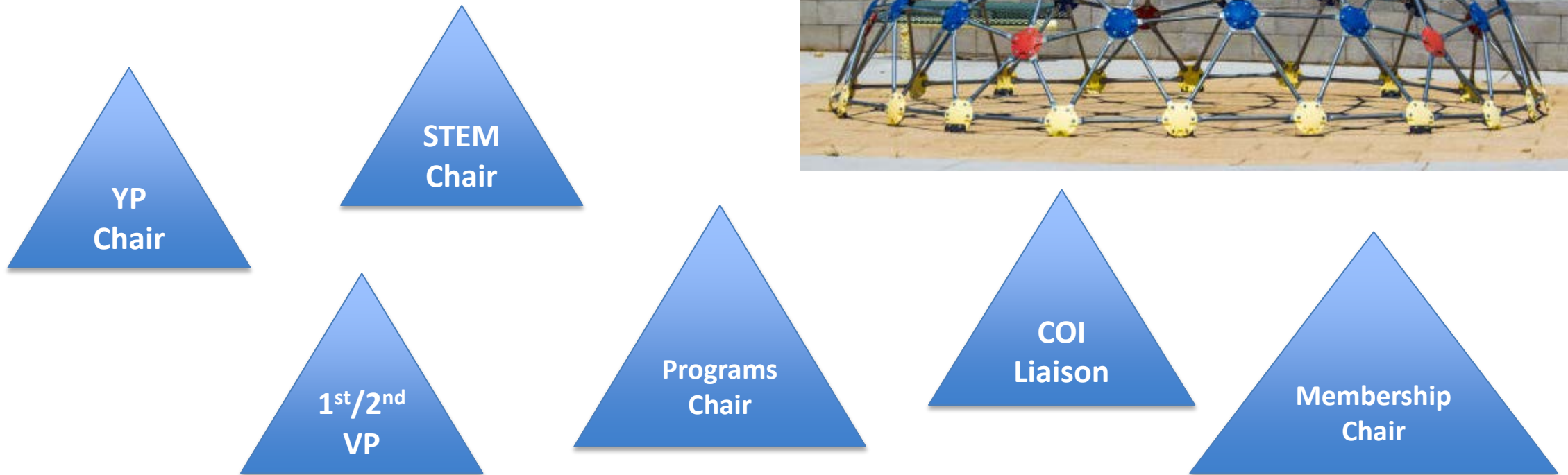
# Why Succession Planning?

- Ensure continuity of leadership and guarantee post survival!
  - Vital for small and medium posts
- Guarantees flow of fresh ideas/new perspectives
- Absent strong succession planning, “the few” may actually discourage new volunteers
- Grow a multitude of capable leaders...build the bench
- Drive diversity of thought and experiences
- Leadership opportunities = SAME value proposition

**Succession Planning Job #1 for Post Leaders!!!**

# No Set Path

- The SAME pathway isn't a ladder...  
It's more like a jungle gym!



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**The key is deliberate development!**

# Pathway to SAME President!

- Succession planning shouldn't stop at Post President
- National opportunities add value to members and posts
- Involvement doesn't need to be linear...true value comes from sharing experience between Post and National levels
- Build Young Professionals to become the next SAME President!

# Community of Interest Leader

## SAME COMMUNITIES OF INTEREST

- Architectural Practice
- Awards & Recognition
- College Outreach
- Credentialing
- Energy & Sustainability
- Engineering & Construction Camps
- Enlisted
- Environmental
- Facility Asset Management
- International
- Investment
- Joint Engineer Contingency Operations
- Leader Development
- Membership
- Resilience
- K-12 STEM Outreach
- Small Business
- Young Professionals

- **Description:** Provide leadership, direction, promotion, and recruitment for the sustained success of your Community of Interest (COI)
- **Key Leadership Experience:** Post leadership/active COI involvement; background in COI technical matter
- **Level of Commitment:** Two-year term (w/third year option); approx. 100 hours/year for meetings, planning, and attendance at national SAME events
- **Value & Benefits:** Personal growth, professional leadership experience, industry visibility, and an opportunity to advance SAME in the A/E/C profession
- **How to Volunteer:** Contact COI Chair and let them know you want to step up into a leadership position. Chair-Elect typically selected six months prior to transition year JETC

# National Elected Director

- **Description:** Shape the present and future of the Society by attending Board of Direction meetings, engaging in discussions, and supporting SAME Strategic Plan development and implementation
- **Experience Requirement:** Must have served as a Post leader (officer or committee chair) and on a Community of Interest
- **Key Leadership Experience:** SAME is looking for a broad range of SAME and professional experience for Elected Directors – great opportunity for initial exposure to the SAME BoD!
- **Level of Commitment:** Three-year term w/Board of Direction meetings twice a year before JETC and SBC; may also be asked to serve on a National Task Force or Working Group
- **Value & Benefits:** Opportunity to serve on the BoD for a 28K+ member professional organization! Professional development, network building and national exposure
- **How to Volunteer:** Nominations due 1 Dec (<https://www.same.org/Online-Forms/National-Leadership-Nominations>); nominations can be by self or Post Presidents, BoD Members, National Officers, and SAME Foundation Board

**At least one National Elected Director each year will be a Young Professional!!!**

# Regional Vice President

## SAME Regions

California	Great Lakes	Middle Atlantic	North Atlantic	Pacific	South Central
Carolinas	Lower	Missouri River	Northwest	Rocky Mountain	Southwest
European	Mississippi	New England	Ohio Valley	South Atlantic	TEXOMA

- **Description:** Provide the critical link in communication, mentorship, and guidance between the National Board of Direction, National Office, and SAME Post leaders
- **Key Leadership Experience:** Active member of Society; held at least one Post leadership position; positive working relationships w/industry, military, government civilians and Sustaining Member firms
- **Level of Commitment:** Two-year term (w/third year option); 1-4 hours per week plus periodic travel to Post events, attendance at annual JETC and SBC (SAME covers expenses)
- **Value & Benefits:** Industry viability; leadership development; career development; opportunity to enhance SAME's mission as member of the National Board of Direction
- **How to Volunteer:** Contact Post President or current RVP; RVP will recommend a candidate from the region to the Post Presidents for a vote

# National President & Vice President

- **Description:**
  - Establish annual vision and work closely with the National Leadership Team, BoD and National Office to lead and shape the nation's premiere A/E/C professional organization
  - Help identify and grow SAME's next leadership tier
  - Actively champion the SAME Strategic Plan
- **Experience Requirement:** SAME Fellow
- **Key Leadership Experience:** Active leadership within SAME and demonstrated contributions, outcomes, and success at the Post and Regional levels; sufficient executive-level experience/depth and a demonstrated commitment to SAME
- **Level of Commitment:**
  - **Vice President:** Two-year term; 200-300 hours/year
  - **National President:** Three-year commitment (President-Elect: 400-500 hours/year; President: 1000-1100 hours/year; Past President: 250-400 hours/year)
- **Value & Benefits:** Personal and professional opportunity of a lifetime! Extensive national exposure for your employer as an active SAME supporter throughout your term
- **How to Volunteer:** Nominations due 1 Dec (<https://www.same.org/Online-Forms/National-Leadership-Nominations>) and can come from a Post President, National Board Member, or self-nomination.



# POLL #3

## Open the aperture!

What national leadership position are you most interested in?

President

Vice-President

Regional Vice President

Elected Director

COI Chair

National leadership isn't for me!



# Thanks for volunteering

- We just helped build the national pipeline with all of you!
- Do the same exercise at the post level
  - Describe the roles, “sell” the positions, and then engage them
- Encourage growth of the entire post – make sure lots of people learn the roles (life happens!)

# Final Thoughts

- Never turn down a volunteer...find them the right opportunity!
- Actively seek out your replacement and future replacements...most people just need to be asked
- Development happens at every level...map the path to Prez!
- Diversify your search – actively seek out folks outside your bubble
- Challenge Young Professionals to lead early and often!
- Deliberate development & succession planning are the key to maintaining momentum

Thanks to our session sponsors:

