

The job of the nominating committee

Is this your technique for recruiting executives? Read on for an alternative!



long, or at least why potential candidates haven't been approached to see if they would be interested come election time, you make your first call. It's to last year's nominating committee chairman. He suggests several names of people who were involved back in his time, but no new blood. As you hang up, you swear there has to be a better way (to recruit volunteers), and that you'll make sure this type of thing doesn't happen again. (Too bad you'll not likely be nominating chairman another term, to implement some improvements — oh well, same problems next year, then!)

You call other members of your committee along with the rest of the executive only to get a few more names of people you don't know. Your only choice is to call these strangers and ask if they'd be interested in filling a position. You resort to telling them that, in fact: "it's not too difficult, anybody can do it; it won't take too much of your time; only one meeting a month, that's all."

Well, you've finally got your names to nominate at election time, but don't really feel too satisfied. And when you get to the meeting, you discover that two out of the three aren't there. You nominate them anyway. Sound Familiar?!?

With the annual election season soon to be here, now is the time to make some improvements.

An effective recruitment program will involve all volunteers all year round. (Anytime somebody is identified as a potential candidate for next year's election, his/her name is added to the nominating committee's list. This list can be passed around at every meeting throughout the year).

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are the day after tomorrow and 3 new people need to be found to fill vacancies?!

The president called last week to let you know (as chairman of the committee) that you are responsible for getting a full complement of volunteers to stand. Now what?

Today as you wonder why recruitment hasn't been taking place all year

How does it feel ... to be on the nominating committee when elections