

ISTH Leadership Development Committee Commission

Role

The Leadership Development Committee leads the process of identifying, coaching and stewarding qualified pools of applicants to serve as future volunteer leaders across the Society as well as the nomination and election process for electing new Councilors.

Accountability and Communication

The Leadership Development Committee reports to and is accountable to the full ISTH Council and the Society's membership. The committee is required to submit an annual report to Council.

Responsibilities

The following are the ongoing responsibilities of the Leadership Development Committee. Specific annual objectives related to the ISTH Strategic Plan and/or set by the ISTH Council are listed separately if applicable.

Leadership Cultivation

- Develop, review and update cultivation tactics that meet the needs of the Society as well as target early career professionals and less well-connected members (i.e. Reach-the-World) in order to continually broaden the talent pool.
- Work with Council and committee chairs/vice chairs to identify committee members with future Council leadership potential.
- Work with Council and committee members to identify Society members at large who may be qualified to serve on committees.
- Oversee the development and maintenance of a database of members exhibiting future Council leadership potential.
- Review and recommend to Council processes and evaluation criteria for Council and committee nominations.

Leadership Development

- Design and implement a comprehensive, dynamic leadership training program that serves the interest of the Society and its members.
- Oversee the creation and maintenance of a library of resources for Society members to develop and enhance their leadership abilities. Responsible for reviewing and curating any previously developed materials that are used.
- Maintain communication with individuals identified as having future leadership potential to encourage skill building and their steady and progressive involvement with the Society.

Council Class Elections

- Design, review and update the recruitment/nominations process, including recommending specific nomination materials, to identify the best candidates.
- Collaborate with Council to determine needs for an upcoming Council Class prior to an election based on the Strategic Plan goals, Council assessments, demographics and leadership competencies.

- Oversee and ensure the effectiveness, integrity, and professionalism of the nominating and election processes and its alignment with the Society's Diversity, Equity and Inclusion Statement.
- Review and recommend to Council processes and evaluation criteria for Council Class nominations.
- Pending review of eligibility by ISTH Headquarters, review nominations and submit list to Council to vote for ten preferred candidates. (Additional rounds of voting may be needed if the total number of nominees is greater than 20.)
- Contact each of the ten short-listed candidates for a short interview to review expectations and responsibilities, and to ensure their willingness to serve.
- Design and support an orientation process for new Council Class members.

Composition

- Chair: Immediate Past ISTH President
- Vice Chair: Immediate Past SSC Chair
- Ex-officio members: Secretary General, Early Career Committee Chair, Governance Committee Chair
- Additional members: Up to four (4) additional members at large who are not currently sitting ISTH Councilors (and not considering the role during their term). One (1) of the at large seats is reserved for a Reach-the-World member. The following criteria do not all need to be met, but should be strongly considered:
 - Have leadership experience in the Society
 - Knowledge of how the Society functions/operates
 - Have demonstrated commitment to the Society
 - Experience in mentorship, leadership and/or organizational development (within or outside ISTH)
 - Meta-leadership experience (such as self- knowledge/awareness/regulation)
 - Have an awareness of unconscious bias/inclusivity (general DE&I)

Appointment and Terms

The Chair, Vice Chair, and ex-officio members serve in their roles for the duration of their time in the offices listed above. At large members are appointed by Council vote, based on a slate developed by the LDC. At large members serve up to two (2) two-year terms, at the discretion of the LDC Chair and Vice Chair; ideally the term rotation is staggered with two rotating off every other year. All Committee members must be current ISTH members.

Meetings

The Leadership Development Committee shall meet as needed, at least 4 times per year via electronic conference and/or during the ISTH Congress.

Staff Liaison

Christine Candora-Hickey, Board and Committee Relations Manager
Katie Watts, Board and Committees Coordinator