**2021-2022 House of Delegates Work Group Charter**

**Work Group Title: Emerging Professionals to Leadership Workgroup Charter**

**Work Group Leader(s): Casey Gish**

**Work Group Description:** WEF relies on a constant influx of new leaders to join Committees, the House of Delegates, Member Association Boards, the Board of Trustees, and other leadership opportunities. Many of these roles are filled by the same group of individuals and have overlooked emerging leaders from elsewhere in WEF including the Students and Young Professionals Committee. There are several suspected reasons for this:

1. Lack of awareness of opportunities
2. Lack of apparent support or an invitation to join
3. Lack of clear objectives and growth opportunities
4. Lack of perceived value.
5. Lack of resources to support the success of new leaders
6. Costs of participation in WEF activities (specifically WEFTEC).
7. The need for existing leadership to embrace emerging professionals as leaders the WEF community.

For WEF to continue to grow, we need the engagement and advancement of new leaders from within the organization. Therefore, this workgroup will support the organization by identifying barriers to entering leadership positions, creating pathways into leadership roles, and developing resources that better enhance emerging professional transitions.

**Work Group Objective(s):** The following workgroup objectives aid in creating clear transitions for emerging professionals into leadership positions. This workgroup will work closely with WEF’s Students and Young Professionals Committee (SYPC) and Committee Leadership Council (CLC) leadership on these objectives:

* Working with SYPC Leadership and WEF committee chairs to identify roadblocks to leadership transitions. Collaborate with SYPC leaders and committee chairs to identify actions for enhancing engagement.
* Based on feedback from SYPC leadership and committee chairs, create examples of “roadmaps” to leadership in WEF. This roadmap will identify roles, opportunities, and growth paths. Include case studies and stories of these transitions. Gain stakeholder feedback and incorporate recommendations. The workgroup will summarize this information in a one page infographic for education of WEF staff, members, and MAs.
* Working with CLC Leadership to identify upcoming leadership opportunities and match them with emerging professionals. Summarize a realistic process to maintain a resource of upcoming leadership opportunities.
* Identify actions for connecting this workgroup with the WEF SYPC and MA SYPCs over the course of the year to establish stronger paths of connection to WEF.