



> [News](#) > [/Managers/](#) > [February 2009 Issue](#) > LDTF

## AORN MANAGEMENT Connections®

### [Developing AORN's future leaders](#)

#### **News from the Leadership Development Task Force**

**By Sheri Voss, RN, MS, CNOR**

**Chair, Leadership Development Task Force**

The Leadership Development Task Force has been hard at work this year compiling information and developing some new tools to assist with the development of AORN's future leaders. The Leadership Development Task Force's stated purpose for 2008 and 2009 is to develop an on-going and formal program of mentorship and development of future leaders.

Whether you are a seasoned AORN member or a new member seeking volunteer leadership opportunities within the organization, we believe the information will prove helpful to all. The task force met in conjunction with the 2008 Leadership Conference where a pilot survey of attendees was conducted to assist the group in determining what tools and information members need to assist them in preparing for future leadership roles within AORN. A follow up survey sent to 5,000 members provided additional insight and helped guide the work of the task force.

The major outcomes of the work this year include the development of a "First Time Delegate Tool Kit" and the development of a web-based "[Organizational Leadership Development Tool Kit.](#)" The "First Time Delegate Tool Kit" consists of a power point presentation that provides information to assist new delegates in fulfilling their responsibilities. We also believe that this information may prove useful to even more seasoned delegates. Serving as a delegate and familiarizing oneself with how the business of the association is conducted is a critical part of leadership development.

On Saturday afternoon, March 14th, members of the task force will present the First Time Delegate information as an ancillary program. Check your Congress program for details. This presentation will become part of the overall Leadership Development Tool Kit and will be on the Web site for easy access by all members.

The web-based Leadership Development Tool Kit is actively underway and will include links to existing information, references, articles and helpful hints that the task force felt would be useful to aspiring leaders. Part of the goal was to bring together information and resources in a central location making it easier for members to find information on leadership opportunities within AORN. They plan for this section to be

regularly updated and new information added as the association grows and changes. It is important to note that there are many ways to serve the association and many opportunities for members to be involved and to grow and develop as leaders.

One of the highlights of their work this year was the collaboration that occurred with the Nominating Committee. They were invited to provide comments and suggestions to their skills checklist and to the Pathway to Leadership document. In addition candidates for the 2009 AORN ballot who desired mentorship were referred to the task force to secure mentors that would be helpful to them as they move forward with the election process. The task force successfully matched members of the Past Presidents and Golden Gavel (past members of AORN's board of directors) with those candidates who requested a mentor. It is important to note that an internal headquarters team is looking at a redesign of the old mentor match web-based program. The Leadership Development Task Force will provide input and assist in this project as it is developed. A mentor/mentee self-assessment tool was developed that they feel will be useful in better matching individuals seeking mentorship with those who are willing to be mentors.

At the 2008 Congress in Anaheim, members of the Legacy of Leadership Task Force conducted a very successful informal Learn to Become an AORN Leader networking session. This year's Leadership Development Task Force will be offering a follow-up session on Monday, March 16th during Congress. At this session they will be describing the Leadership Development Tool Kit, answering questions and obtaining feedback from participants. Consult your Congress program for time and location.

AORN is committed to the on-going development of association leaders and the Leadership Development Task Force is proud to be a part of that work.