

GROWTH

Expanding the Community Thoughtfully



CRITERIA FOR AMBASSADOR NOMINATION

Candidates have to believe “performance matters”

Strong affinity for the community’s purpose

Strong desire and expressed enthusiasm to be a member of the community

Meaningful accomplishments in their lives and **work that demonstrates excellence** in their field and contribute to the community’s purpose.

Depth of knowledge and expertise of what high performance is and what it takes to build high-performance organizations

Ability, willingness, and time to contribute to the community and advocate its “performance matters” message in their communities and networks

Alignment with community norms to ensure a reasonable fit with the community’s group chemistry and protocols that allow for and encourage dissenting views, independent thinking, and objectivity—always done with respect and courtesy

These are the heartfelt ties that bind each ambassador within the community



CANDIDATE TRACKING AND NOMINATION

Ongoing Monitoring

Candidates Sourced

Nominations by Ambassadors

Candidate Vetting

Onboarding and Engagement Team manages basic check and vetting process

Growing Community micro-community oversees candidate vetting process

Ambassador Slates

Future slates 2018 – 2020

Oct 2016 – Sep 2017

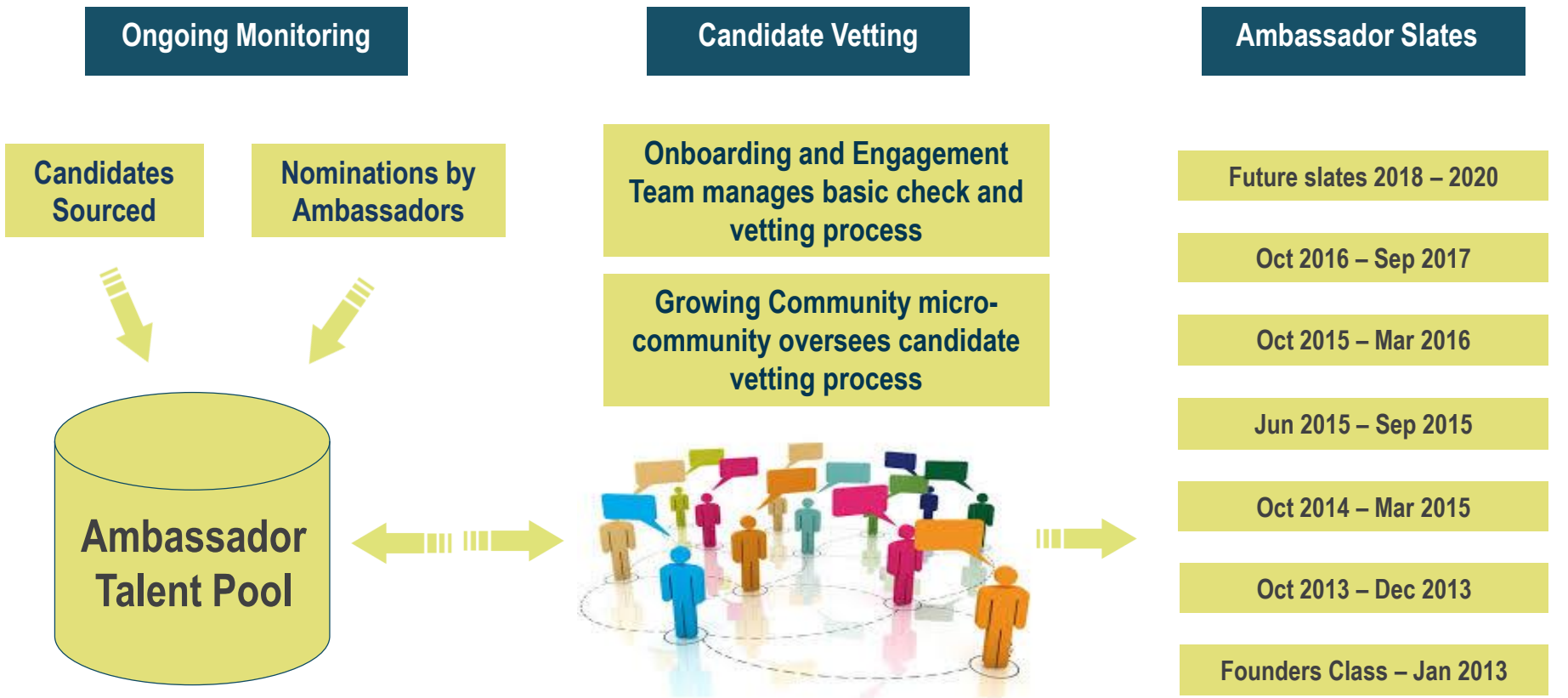
Oct 2015 – Mar 2016

Jun 2015 – Sep 2015

Oct 2014 – Mar 2015

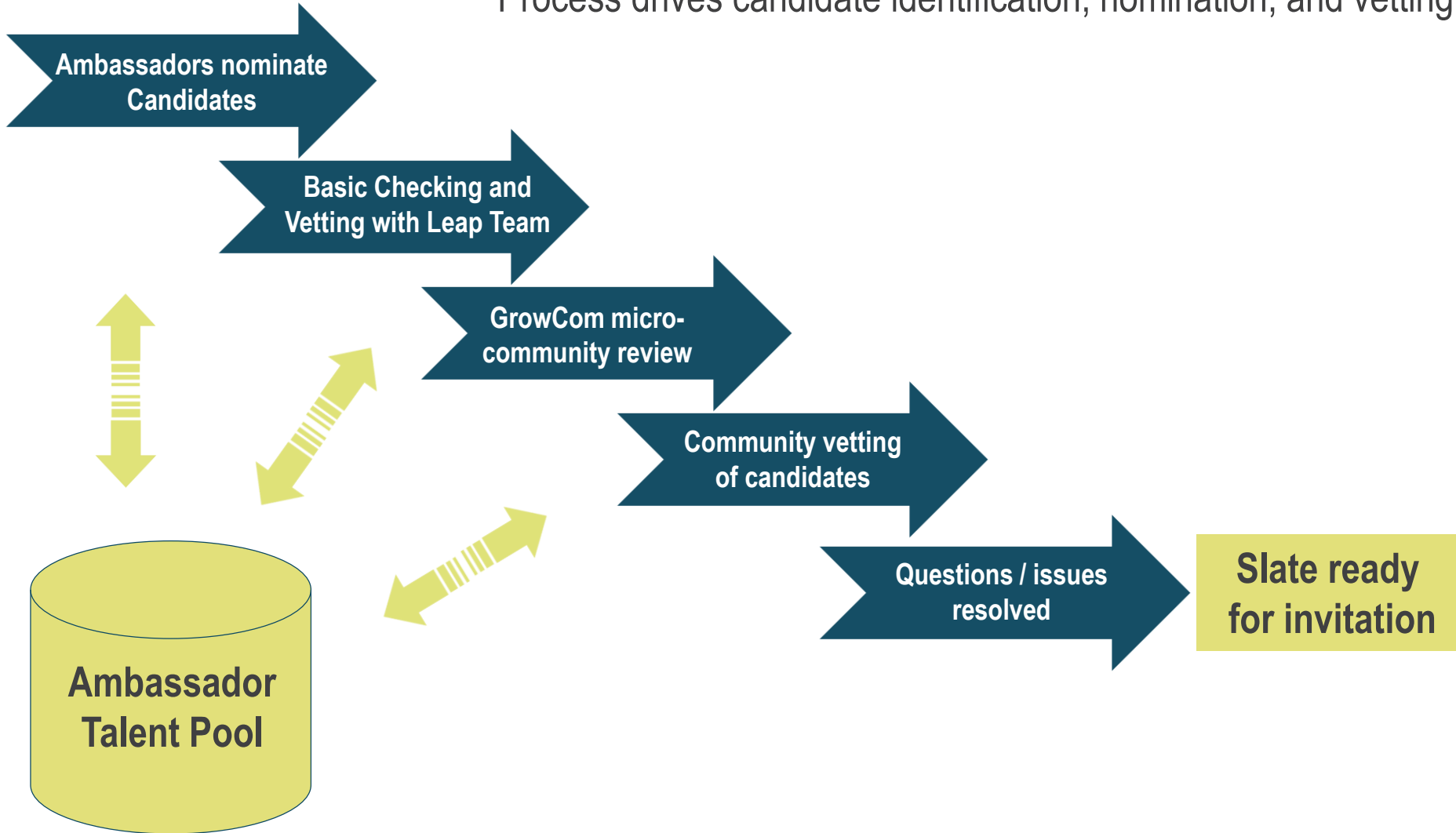
Oct 2013 – Dec 2013

Founders Class – Jan 2013

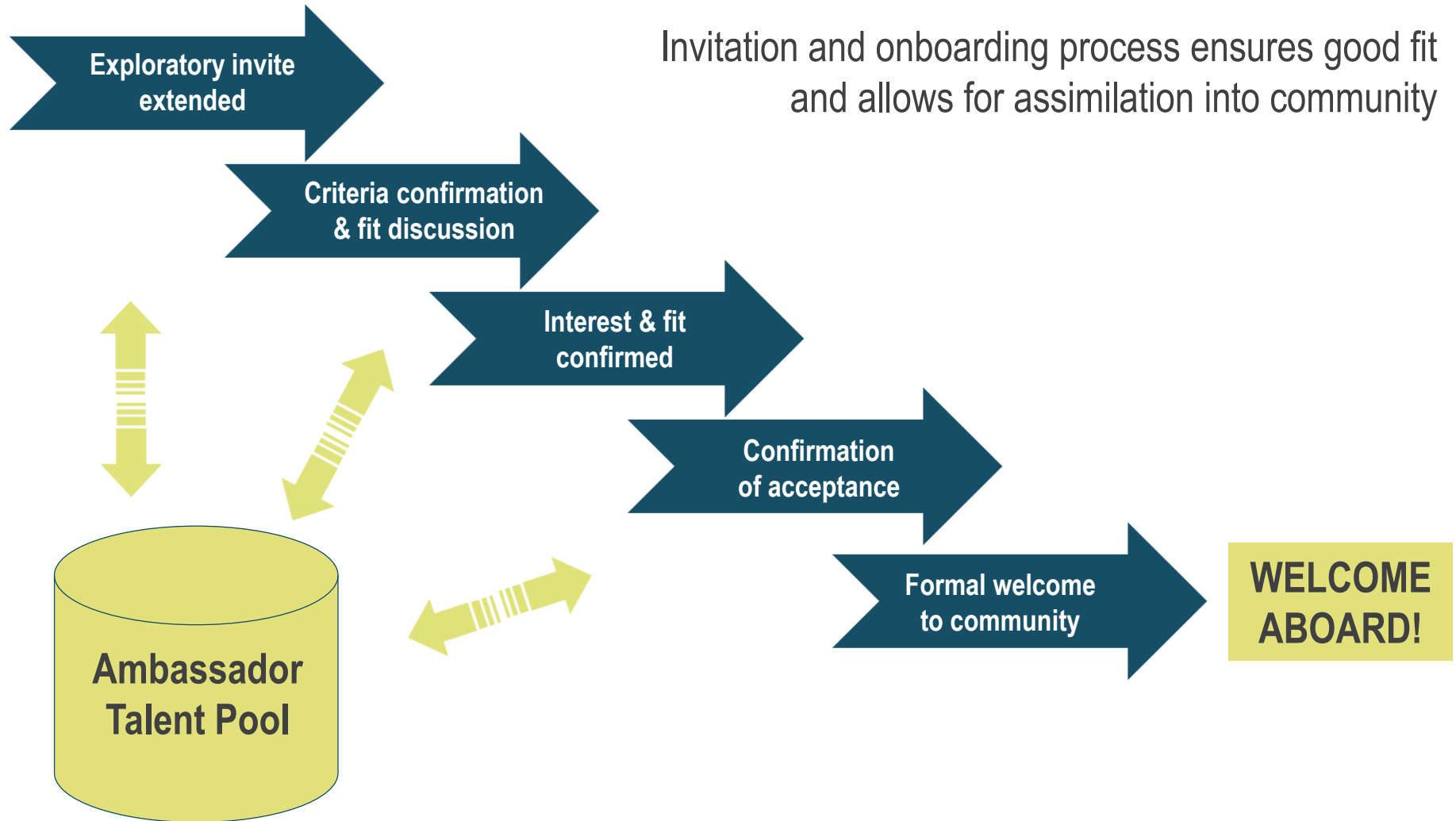


CANDIDATE VETTING

Process drives candidate identification, nomination, and vetting



CANDIDATE INVITE AND ONBOARDING



GUIDELINES TO ENSURE BROAD DIVERSITY

- ⊕ **Race, age, ethnicity, gender**

- ⊕ **Role and experience balance**
 - Preference is for individuals in leadership positions
 - Secondary need to bring along next generation of leaders and those in lead staff roles with “in the trenches” experience and the time to proactively engage

- ⊕ **Domain – grow beyond human services concentration**
 - Faith-based
 - Healthcare
 - Education
 - Federal agencies
 - Municipal, state agencies
 - Public policy

- ⊕ **Discipline to ensure in-depth experience in each of the seven pillars of high performance**

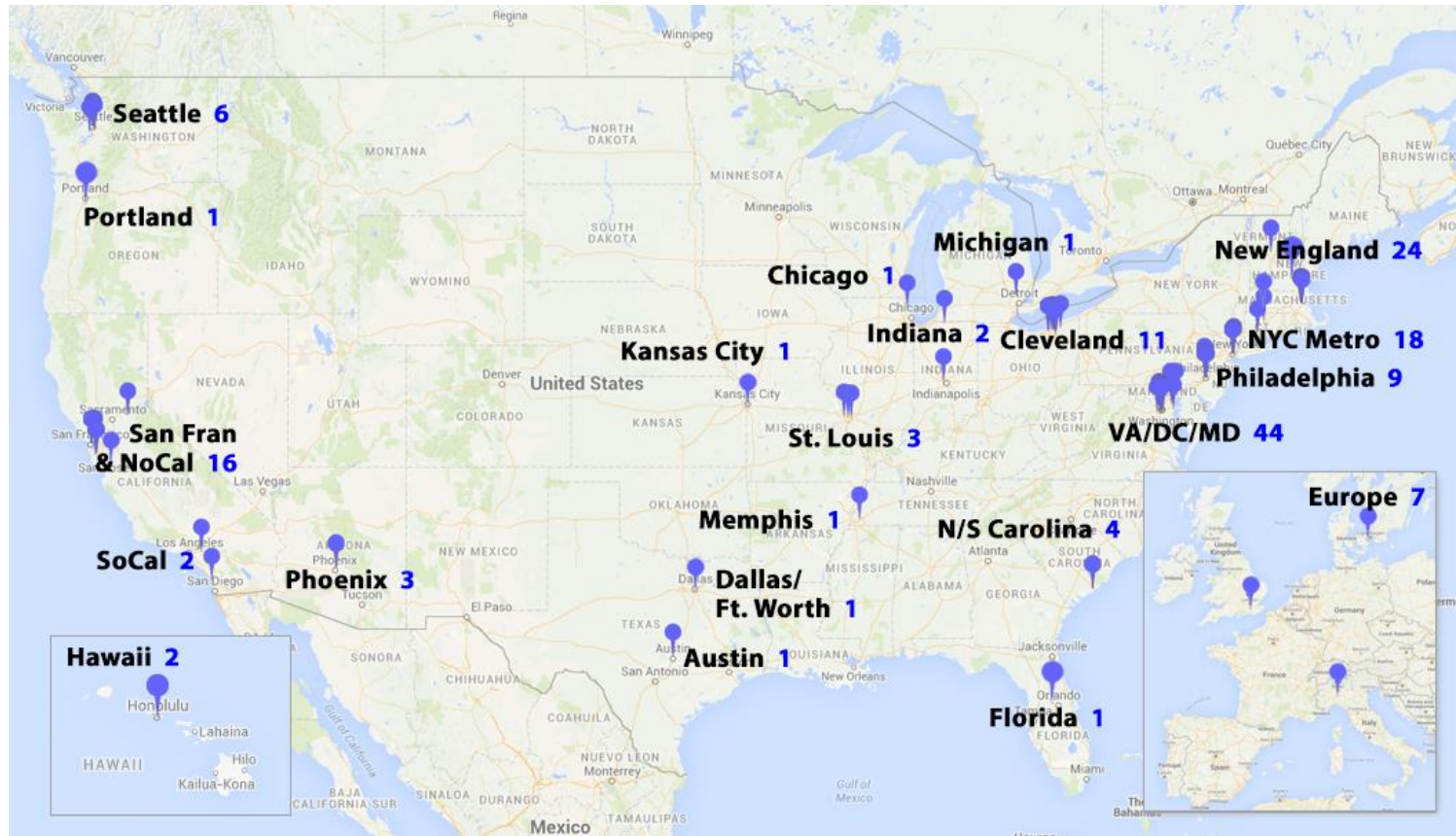
- ⊕ **Geographic** – clusters of ambassadors in metro areas allows for more face-to-face interaction (Community is U.S.-centric with global representation)



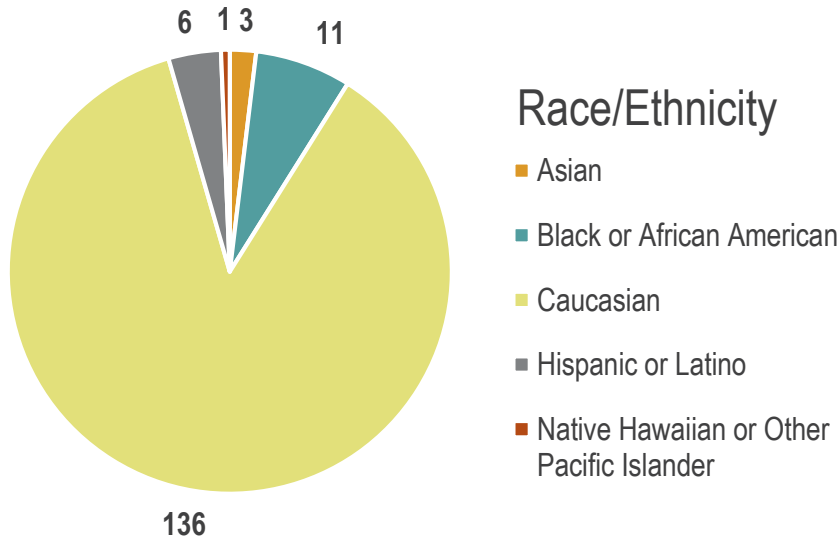
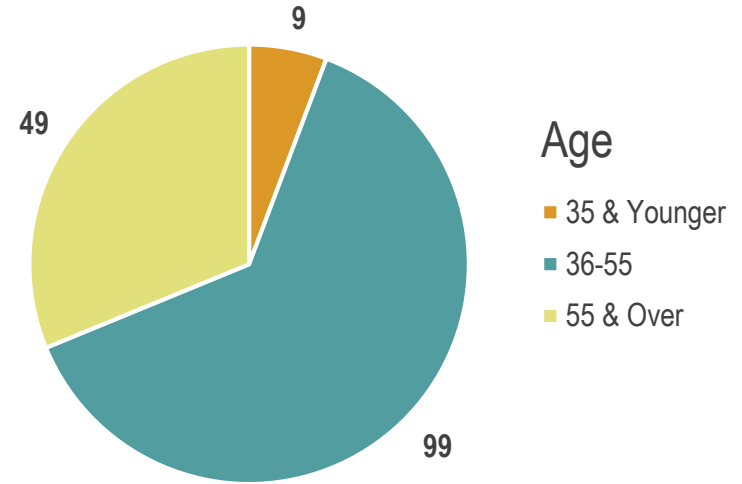
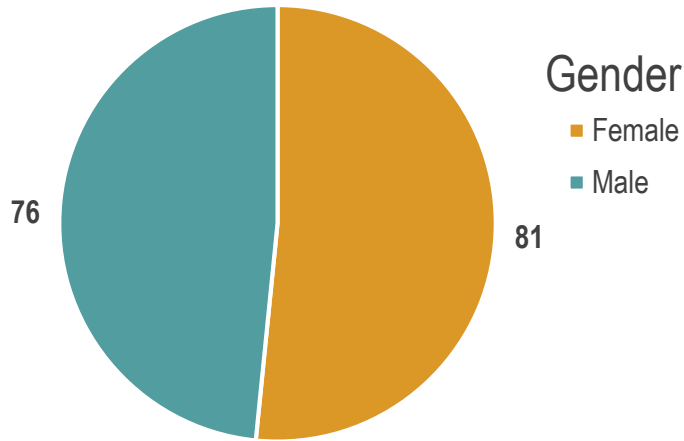
GEOGRAPHIC DIVERSITY

Grow clusters of ambassadors in major metropolitan areas for increased connectedness and opportunity for place-based activity

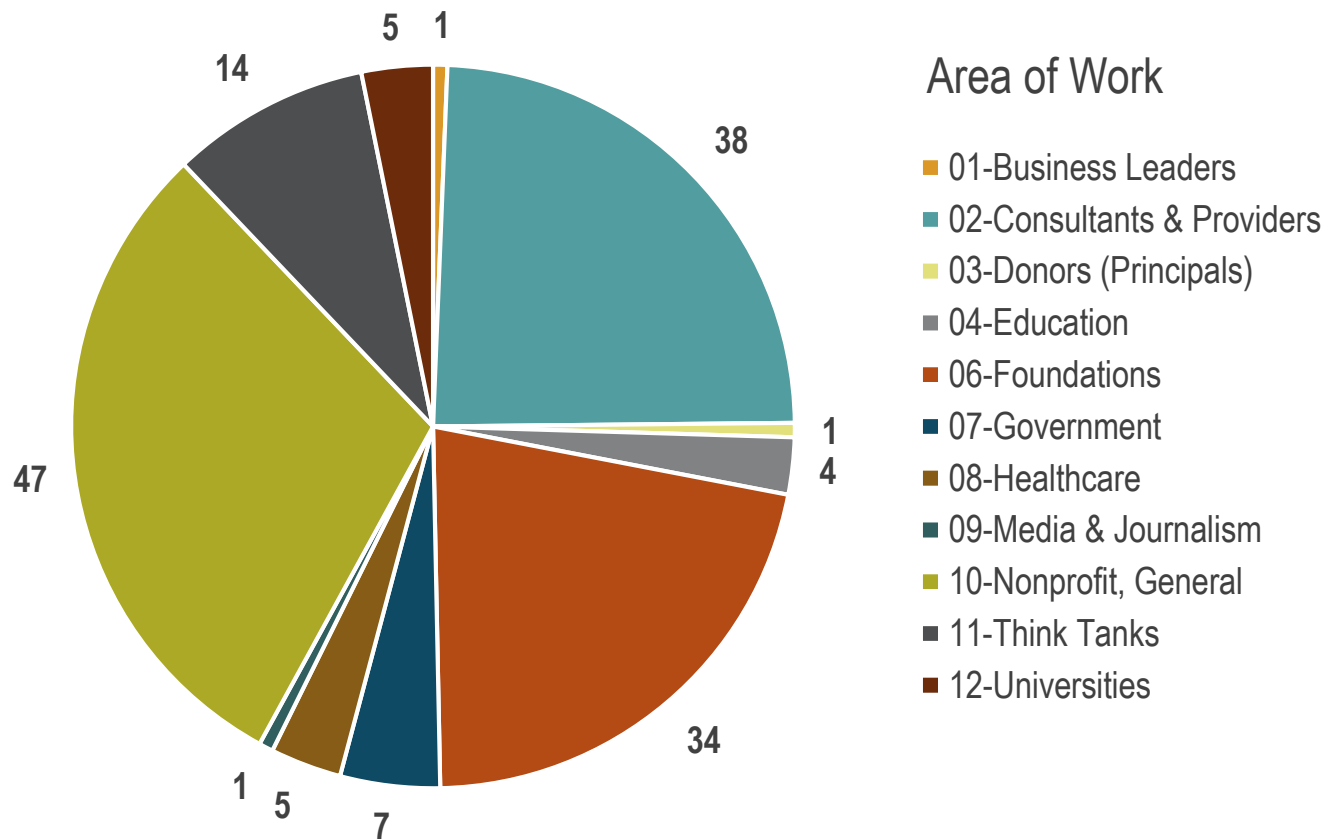
Primarily U.S.-centric with mutual benefit from global participation



RACE, AGE, ETHNICITY, GENDER DIVERSITY



ROLE AND EXPERIENCE DIVERSITY



WE NEED THE RIGHT PEOPLE ...

... to come together in community to trigger a mindshift within a vital core of the social sector to accept that mission and performance are inextricably linked



“The idea for which this nation stands will not survive if the highest goal free man can set themselves is an amiable mediocrity. Excellence implies striving for the highest standards in every phase of life.”

— John W. Gardner

THANK YOU!



www.leapambassadors.org

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