



E kālele na alaka`i `ōkū

*A Values Based Approach
to Leadership
Development and
Succession Planning*

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Why Leadership Development & Succession Planning?

'A'ohe pau ka 'ike i ka hālau ho'okahi
One can learn from many sources

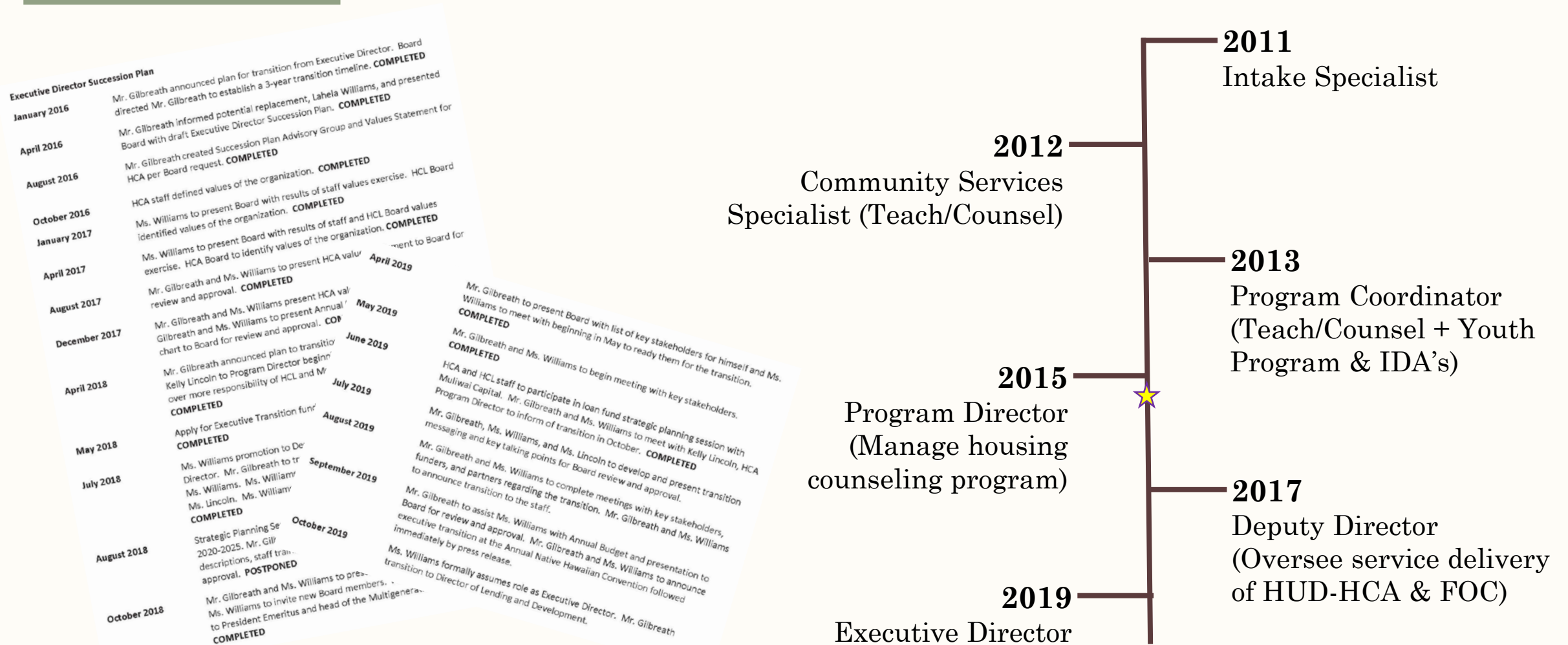
'O ke kahua ma mua, ma hope ke kūkulu
Learn all you can, then practice



Ma Ka Hana Ka Ike, Ma Ka Ike Ka Mana
Through work comes knowledge, Through knowledge comes power

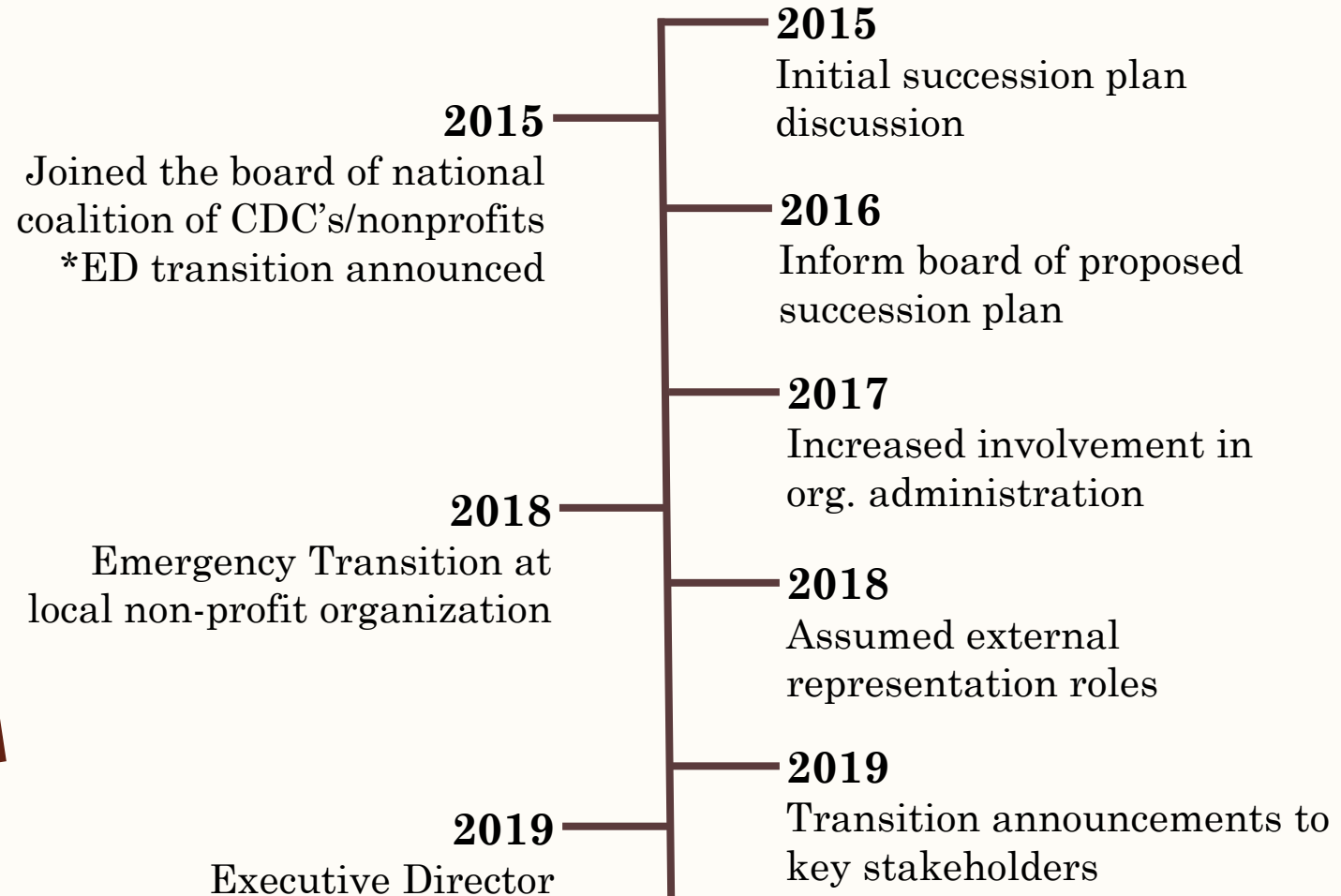


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Project: Goal & Activities

Goal: Develop a Cultural Based Leadership Development and Succession Planning Guide

Activities:

1. Establish an Advisory Committee
2. Conduct broad field study
3. Survey organizations/leadership
4. Develop responsive tools
5. Draft/Finalize 'Leadership Development & Succession Planning Guide'



Project: Progress

1. Establish Advisory Committee
 - Committee members identified, committee established
 - Engage advisory committee throughout project milestones
2. Conduct broad field study
 - Research assistant contracted, research conducted, research reviewed
3. Survey organizations/leadership
 - Survey developed, disseminated – Will conduct 2nd round of surveys
4. Develop responsive tools
 - Research of existing tools, currently drafting tools
5. Draft/Finalize 'Leadership Development & Succession Planning Guide'
 - Draft guide – not complete
 - Considering sharing platform options (book, website, etc...)




Challenges & Course Correct

- Time
 - Needed to revise timeline
 - Recruited assistance
- Competing kuleana (responsibility)
 - Work
 - Leadership roles outside of organization
- Work/Home Balance



Final Product & Findings

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- Extensive research complete
 - Tons of data/models to wade through
 - Sharing our process with various organizations
 - Gathering input from partners
 - Expanding initial scope
 - Need for culture/values based tools
 - Wide-ranging interest from all sectors
 - HCA succession plan is viewed as ‘unicorn’
 - Possible: WITH INTENTION
 - Work not done!!!

Community Impact

- Building capacity of non-profits, community-based organizations, community development corporations
- Organizational stability – Industry stability
- Increases community buy in
- Instills HOPE for emerging leaders
- Provides options for youth/young people
- Ensures continuity for industry leaders/kupuna





Reflections & Next Steps

- Fellowship: amazing investment in community development leadership
- Expanded my professional/personal network
- Financial support is invaluable

What's next?

- Continue documenting the process
- Draft final product
- Design training program



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MAHALO PIHA