PETE+MOKKAITIS

THE FOUR P'S OF OFFICER TRANSITION
Projects
Processes
People
Personal
1. Same role; same org
2. Incoming + outgoing; same org
3. Anyone in same org
4. Similar org
1. **Projects**

- What surprised us with more success than we expected?
- What was our biggest embarrassment? What went awry there?
- What didn’t we get around to finishing? Why? How can we ensure this doesn’t slip off the radar again?
- What’s something new and different we should try?
- What’s something we do that’s getting stale and needs to be ditched?
• Do we have any subtly ticking time bombs with regard to finances, risk management, or morale? How should we defuse them?
• Do we have any red tape that’s really irking our membership? How can we make that simpler and easier?
• Are there any roadblocks we can proactively remove for our members?
• Are there any new processes we should implement to reduce errors and increase clarity?
3.

People

- Whom did we really empower and build up? Whom did we subtly alienate? How can we fix that?
- Who really surprised us by being a rockstar? A dud?
- Who needs to receive more recognition for all they do for us? How can we give it to them?
- Who are the best people to lead this organization in subsequent years? How can we inspire and equip them for the challenge?
- What relationships and partnerships do we really need to form going forward?
• How did you totally dominate? How can you repeat that?

• Where did you screw up? Why? How can you avoid that in the future?

• How would you characterize your leadership style? What were the advantages and disadvantages of this approach?
THANKS; KEEP in Touch!

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Projects. Don’t just keep doing what you’ve always done.

- What surprised us with more success than we expected?
- What was our biggest embarrassment? What went awry there?
- What didn’t we get around to finishing? Why? How can we ensure this doesn’t slip off the radar again?
- What’s something new and different we should try?
- What’s something we do that’s getting stale and needs to be ditched?

Key project takeaway: ________________________________________________________

Processes. Rise above the doing to enhance HOW you’re doing it.

- Do we have any subtly ticking time bombs with regard to finances, risk management, or morale? How should we defuse them?
- Do we have any red tape that’s really irking our membership? How can we make that simpler and easier?
- Are there any roadblocks we can proactively remove for our members?
- Are there any new processes we should implement to reduce errors and increase clarity?

Key process takeaway: ________________________________________________________

People. Often the greatest leaders are hiding just under the surface.

- Whom did we really empower and build up? Whom did we subtly alienate? How can we fix that?
- Who really surprised us by being a rockstar? A dud?
- Who needs to receive a more recognition for all they do for us? How can we give it to them?
- Who are the best people to lead this organization in subsequent years? How can we inspire and equip them for the challenge?
- What relationships and partnerships do we really need to form going forward?

Key people takeaway: ________________________________________________________

Personal. Come clean! You individually did some things well and not so well.

- How did I totally dominate? How can you repeat that?
- Where did I screw up? Why? How can you avoid that in the future?
- How would you characterize my leadership style? What were the advantages and disadvantages of this approach?

Key personal takeaway: ________________________________________________________

For additional resources and discussion on student leadership issues, check out www.StudentLeadership.info or email Pete@PeteMockaitis.com.