

Best Practices of 2nd Chair Leaders

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Who am I?

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Who am I?

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The logo for Schultz Consulting Group, featuring the name "Schultz" in a white, elegant cursive script.

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The logo for GSB Fundraising, featuring the lowercase letters "gsb" in a bold, white, sans-serif font, with a white curved line arching over the top and another arching under the bottom.

*Strengthening
Charitable Causes To
Change The World
Through Generosity*

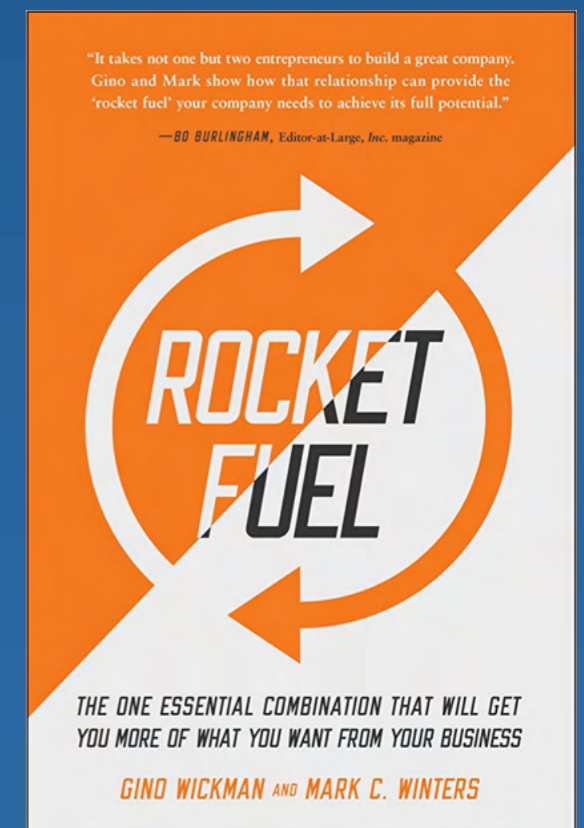
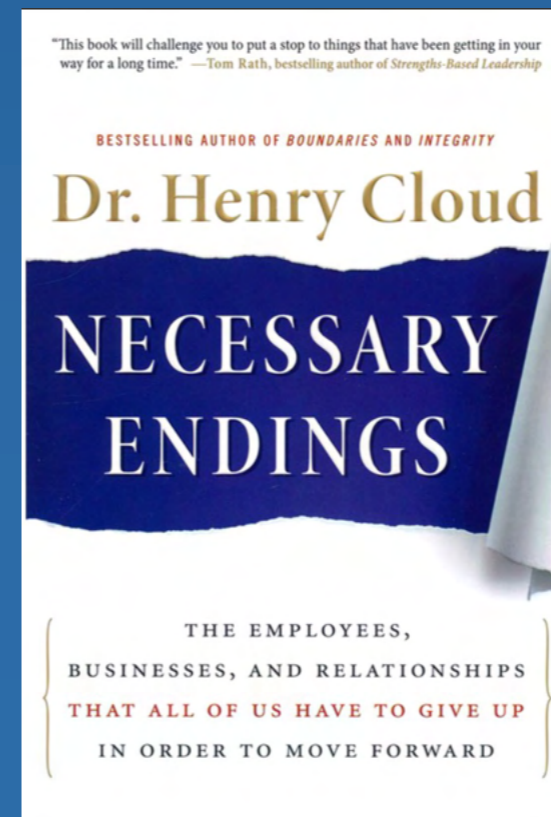
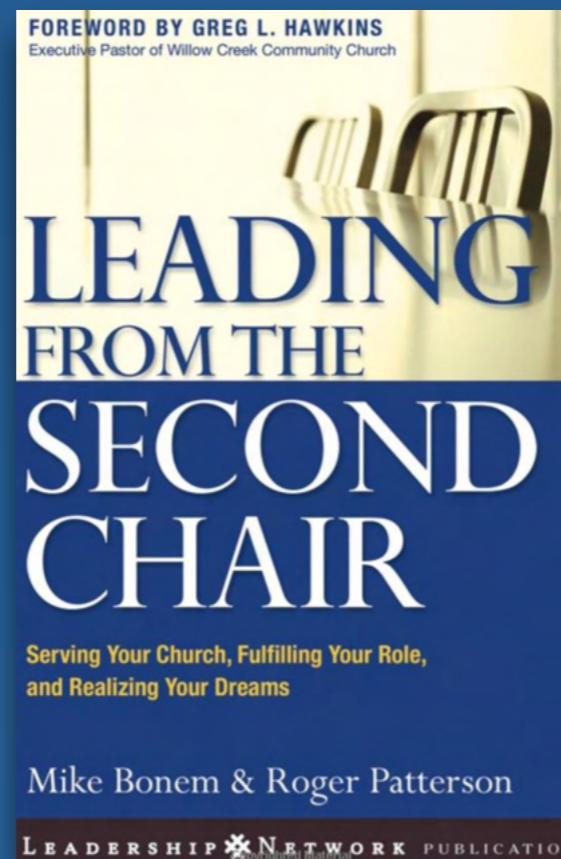
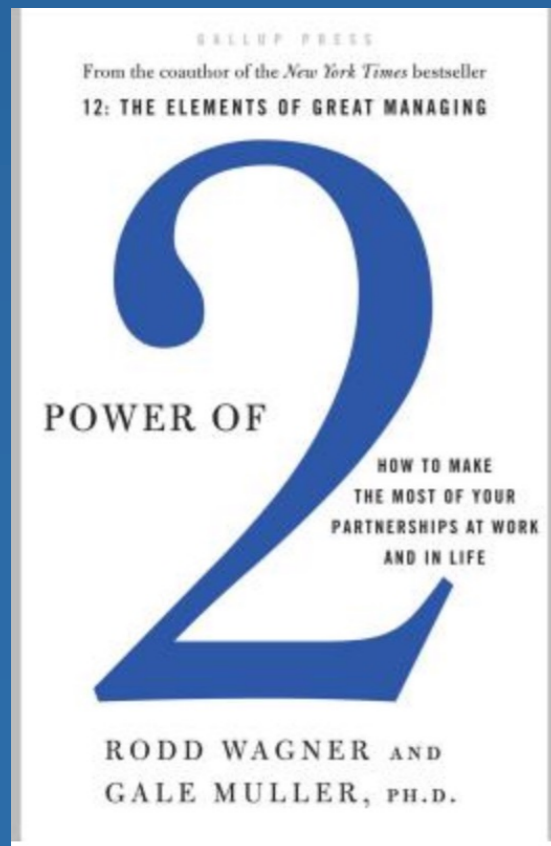
What is a 2nd Chair Leader?

- *Not automatically found in the job description or title*
- *Not just an Associate, Assistant, or Deputy*
- *A trusted partner in leadership*
- *Found at all level of the organization*



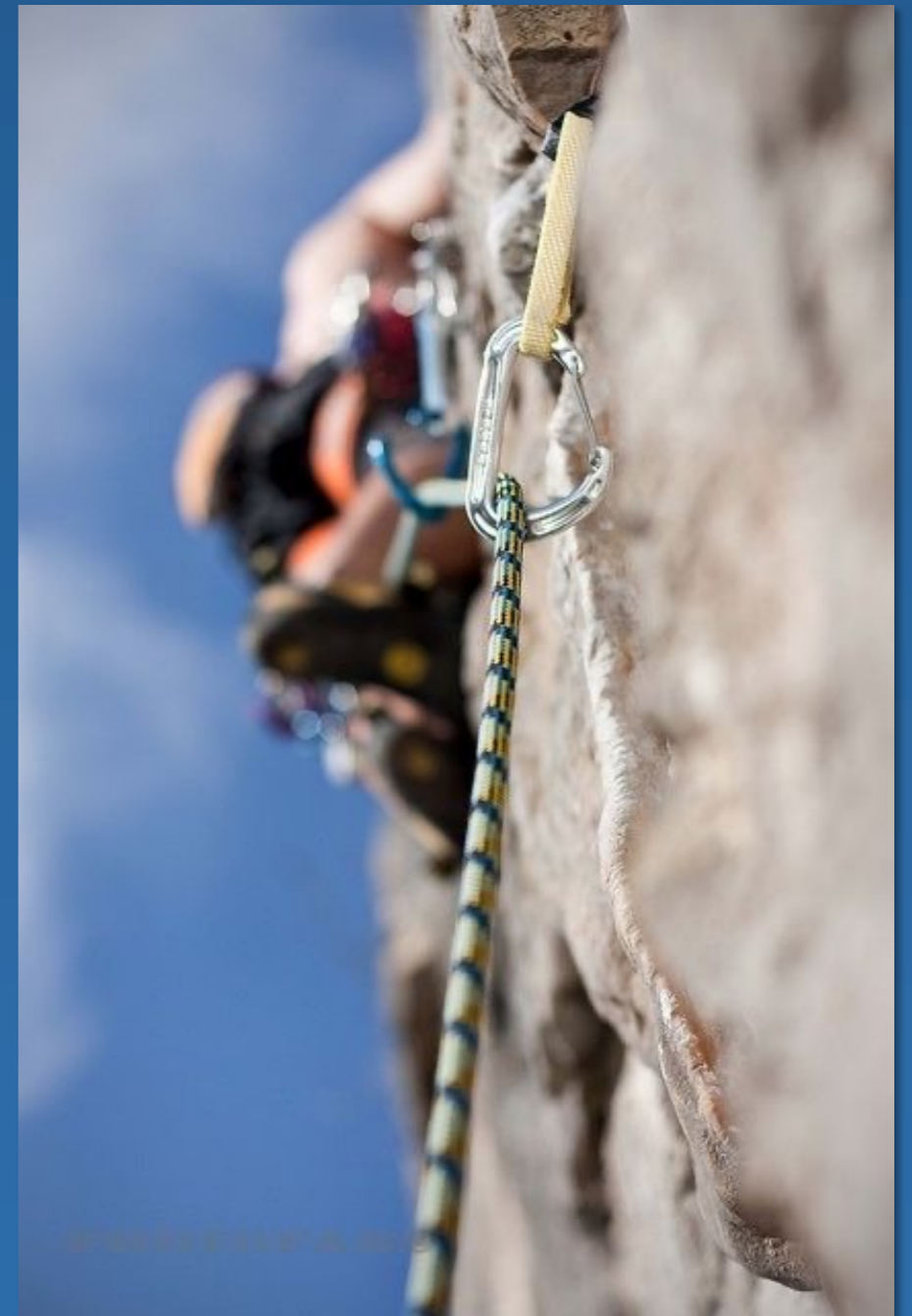
Who are YOU?

Source Material



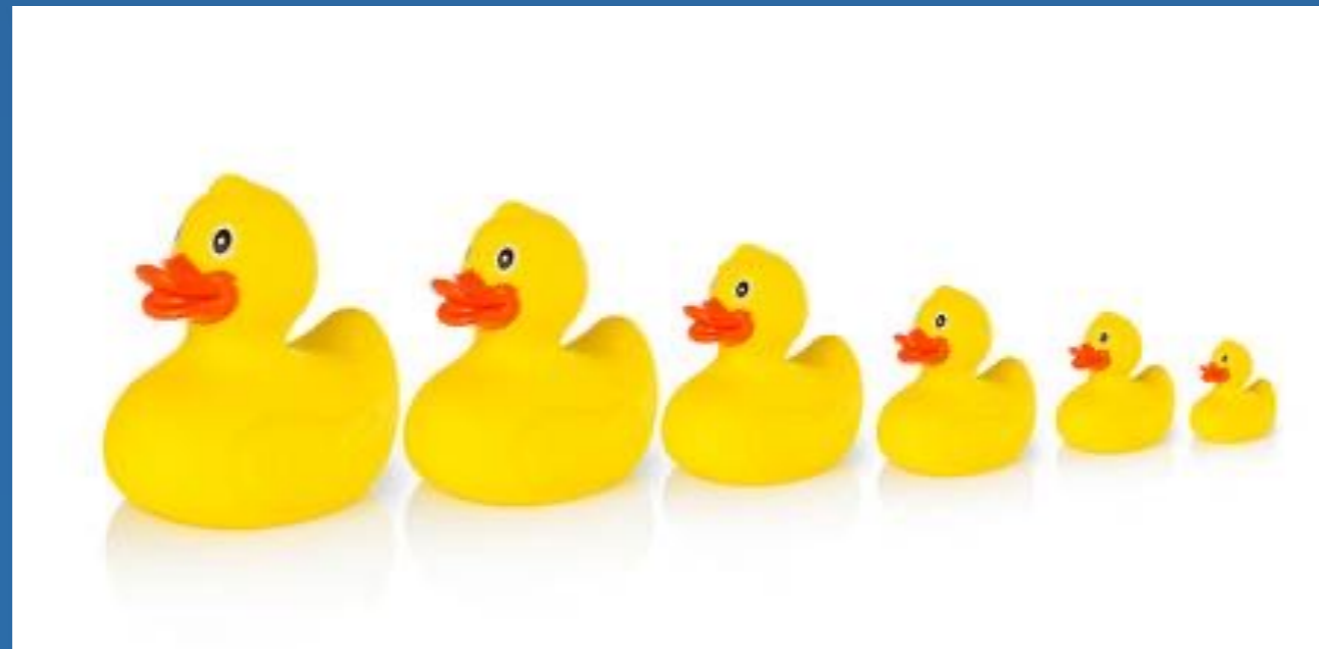
A Life of Tensions

- Leading Follower
- Putting Aside Personal Agenda
- Both Expert and Generalist
- Trusted to Challenge
- Learning while Doing



Leading Follower

- You 'rally the troops' around your 1st chair leader
- You're the Lt. that is trusted to execute the battle plan
- Staff/Volunteers/Members look to your example



Putting Aside Personal Agenda

- Check your ego and understand the value you add in your role
- Support the Vision, strategy, and plans of the 1st Chair
- Your success may be found in your superior's success

**CHECK
YOUR
= *Ego* =
AMIGO**

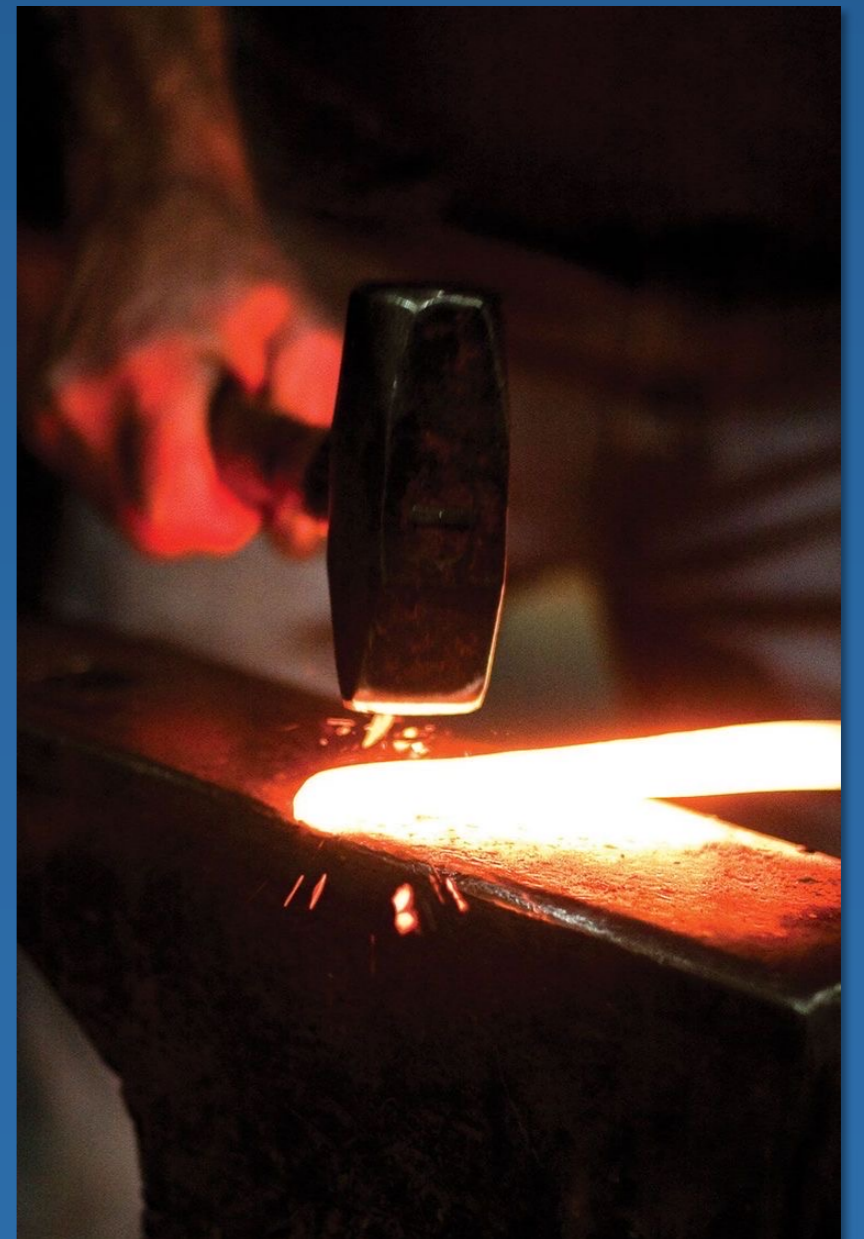
Expert and Generalist



- You have specific tasks and responsibilities
- Pick up more as needed
- Your flexibility is often your greatest gift to your organization
- Particularly for the 2nd chair to the org's senior leader

Trusted to Challenge

- Iron sharpens iron
- Requires trust and cultivation
- Keep the sparks behind closed doors
- Healthy debate to advance the mission



Learning While Doing

- Some are aspiring 1st Chair Leaders
- Access to other leaders and experiences
- You are not always the subject matter expert



How do you do it well?

- Relationship
- Attitude
- Competency
- Influence

Start with A Healthy Relationship

- Does #1 + #2 = Fire???
- Trust, Trust, Trust
- Build OUT each other's strengths... and...
- Support IN each other's weaknesses

Attitude is Everything

- Sets the tone for your partnership
- Is a driving factor in trust building
- Can sink or soar execution

Be Competent

- Don't fake it, but figure it out
- Constant learner
- Don't miss opportunities for excellence

The Real Social Influencers

- Leading with influence is harder, but deeper
- Relational capital not positional authority
- Confidence, not arrogance

When it Goes Wrong



When it Goes Wrong



- Fix the relationship - Rebuild Trust
- Communicate, Communicate, Communicate
- When to move on?

What's Next for You?

Your plan



How can I serve your ministry?



- Coaching and Team Building
- Harrison Assessments
- Interim Leadership & Executive Recruiting
- Systems, Structures, Policies and Procedures

How can I serve your ministry?



*Strengthening
Charitable Causes To
Change The World
Through Generosity*

- Fundraising Strategy & Systems
- Center for Generosity
- Stewardship for All Seasons
- Capital Campaigns

Thank you!



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