

Why Transition?

Tired of reinventing the wheel? Often times organizations spend little time in the transition stage and consequently new officers spend too much of their time acclimating to their newly-elected position. A smooth officer transition will not only improve the abilities of newly-elected officers, it will decrease the amount of time each officer spends "learning" his/her position. Through an effective transition, the incoming officers will be able to learn from the experience of the previous officers and offer continuity and continued growth for the organization.

The transition of leadership for your organization is the single most important event in a viable student organization's year. A transition can be smooth or a complete disaster, and may determine the effectiveness of the group for years to come.

A smooth transition is:

- The **responsibility** of both the outgoing and incoming members
- A way to help the group avoid starting over or starting from **scratch** each year
- A transfer of significant organization **knowledge**
- A sense of **closure** for the outgoing members
- A utilization of the valuable contributions of **experienced** leaders
- A time for the new leadership to **absorb** the expertise of the outgoing members
- A great opportunity for outgoing leaders to **evaluate** the year
- An **orientation** process for new leaders
- A time for the incoming leaders to ask **questions** and the outgoing leaders to offer **advice**
- An outgoing leader's chance to say "**I wish I had done this**"

This is one of many handouts available to you. Feel free to meet with any Student Activities staff member for more details about this topic or any others related to leadership or your student organization. We also have open advising hours every Wednesday from 3 p.m to 6 p.m. The Office of Student Activities is located in the University Center, on the 2nd floor, or by telephone at (503) 370-6463. Visit our website at www.willamette.edu/dept/osa or email us at wustudentinvolvement@gmail.com.