CRS Student Ambassador Program

TIPS FOR LEADERSHIP, SUSTAINABILITY & TRANSITION

WHY THINK ABOUT THE FUTURE?

While the work you are doing on campus right now is incredibly important to the mission of global solidarity, it is just as crucial that you start thinking now about the future of this work on your campus. What will it look like long after you're gone? How can you set up a structure and vision that will leave a lasting legacy? The skills, energy and passion that you bring to global justice can be multiplied when you form new leaders and think about sustainability long into the future. Here are some key tips and ideas to help you keep in mind the big picture. Remember, social justice is a marathon, not a sprint!

TIPS & IDEAS

- TALK ABOUT IT. When you are meeting as a CRS Student Ambassadors group, spend some time reflecting on who will carry the baton forward? Are you investing enough energy in finding and forming younger students who have the skills and energy to keep moving the needle forward?
- SEEK WISDOM. Ask your advisor or other faculty or staff on campus about their experiences working for social justice over a long period of time. What do they recommend as both short-term and long-term approaches to the issues you care about? How do they advise you to develop future leaders, movers, and shakers?
- SET YOURSELVES UP FOR SUCCESS. Sometimes structure is the key. Where is your support on campus? How can you more closely collaborate with your campus ministry office, department of service and justice, or student union to be sure that the structure you are forming is sustainable long into the future. Talk with other successful student groups on campus to find out how they set themselves up for success from year to year. What is your internal structure? Do you have delegated responsibilities and roles that can be clearly transitioned from one person to the next? Are you giving others' ownership over projects rather than doing all of the work yourselves?
- TRANSITION WELL. Change isn't always the easiest thing in the world, but be prepared for it. Don't wait until your last day on campus to think about who will carry your legacy forward. Start now, and prepare new leaders to pick up where you left off next year. Start delegating to them now so they feel committed and invested, both in the causes you care about and in the mission of being a CRS Student Ambassador.
- BE A GOOD SERVANT LEADER. Embody servant leadership to attract like-minded students. Live the mission you care about in your daily interactions with your group. Keep empathy, respect and empowerment front and center.
- LISTEN. Pay attention to the feedback you are receiving. Ask for feedback. And then ask some more. By giving other people prominent voices, you will develop future leaders who know they are being heard.
- BUILD COMMUNITY. Make sure people are having fun and feeling valued. Take some time to get to know the other members of the group and facilitate opportunities for Ambassadors to celebrate successes and work together through shortcomings.

QUESTIONS FOR YOUR GROUP

- Which pieces of our structure are strongest and will be our best sources of sustainability and lasting impact?
- Where should we focus our energy regarding leadership development and future sustainability?
- Which of the above tips could our group need reflect on and incorporate into our work?

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