

YEAR PLAN PROPOSAL
YATA Executive Board 2016
Vice-President for Human Resources
Ulrik Trolle Smed

Timeline	Activity
October 2016	<p>Strategy Seminar for Executive Board (2-day), which should provide the new board with an opportunity to</p> <ul style="list-style-type: none"> • Develop strong personal relations for use in later long-distance organizational management • Gain collective understanding of YATA's current opportunities and challenges • Visit partners and youth chapters, e.g. ATA, NATO incl. PA, OSCE, UN, EU, for discussions and input to strategy • Compare executive board year plans and develop realistic comprehensive board strategy for coming term, including need-versus-nice assessments • Compile comprehensive strategy document (5-7 pages), which describes ends, ways and means • Plan dissemination and discussion of document with Chapter Leaders <p>This seminar should take place during Fall 2016, e.g. in Brussels and then include a visit to OSCE and other organizations in Vienna.</p>
November	<p>Leadership Training Workshop for Chapter Leaders (1-day), which should provide some different strategies, independent discussions and concrete tools on how to</p> <ul style="list-style-type: none"> • Recruit new volunteers • Develop and retain loyal volunteers • Create and shape a local organization • Set up and share knowledge within transnational leadership networks <p>The 1-day workshop could be planned together with another international event to improve synergy and reduce costs for both YATA members and ATA. If successful, the workshop could become a regular event for new and coming chapter leaders.</p>
November -	<p>Volunteer Recruitment and Development Strategy Process (continuous), which should aim to develop a new or adjust the existing volunteer strategy that is used by executive board members and chapter leaders. In order for this process to become impact-oriented, it should</p> <ul style="list-style-type: none"> • Collect knowledge from experienced Chapter Leaders, e.g. through the Leadership Training sessions (such as in the above) • Develop strategic thoughts about the current state of YATA volunteer recruitment and development • Operationalize the strategic thoughts to recommendations and concrete tools, which can be applied with variations by Executive Board Members as well as Chapter Leaders, Board Members, Recruiters and Event Coordinators • Plan feedback and dissemination sessions on an international and local level to provide input, training and cultural change

March 2017	<p>Leadership Training Workshop for Chapter Leaders (1-day), which should provide some different strategies, independent discussions and concrete tools on how to</p> <ul style="list-style-type: none"> • Recruit new volunteers • Develop and retain loyal volunteers • Create and shape a local organization • Set up and share knowledge within transnational leadership networks <p>The 1-day workshop could be planned together with another international event to improve synergy and reduce costs for both YATA members and ATA. If successful, the workshop could become a regular event for new and coming chapter leaders.</p>
March – Jun	Reserved for buffer, volunteer strategy dissemination and other plans, e.g. news ideas emerging at strategy seminar for Executive Board in October 2016.
Jul – Aug	Expected low-period due to work load or summer vacation.
Sep – Oct	Reserved for preparation of General Assembly 2017 and finishing up projects before handover to new board.
Recurrent tasks	<p>Work and complete projects as directed by VP HR ATA International. Provide direction and leadership to team members within YATA international.</p> <p>Serve as consultant at the highest level of the ATA organization, when it comes to YATA international</p> <p>Support the recruiting, selecting, hiring, training and developing of the local chapters and international programs</p> <p>Create and maintain Alumni Portfolio or program</p> <p>Develop partnership with key clients in the industry to develop first-hand knowledge of who and how they can support YATA.</p> <p>Etc.</p>