

# 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
- An outgoing leader's chance to say "I wish I had done this ....."

This is one of the many handouts available to you. Feel free to meet with Jil Gates, in Campus Life for more details about this topic or any others related to leadership or your student organization.

We also have open advising hours Thursdays from 2 p.m. to 4 p.m. The Office of Student Activities is located in the Seymour Union, on the 1st floor. You can also ask questions by telephone at 309-341-7573 or email at [jgates@knox.edu](mailto:jgates@knox.edu).