




LCP Transition 16/18

A high-angle, wide shot of a person walking a tightrope high above a dense urban landscape. The person is positioned in the upper center of the frame, balancing on a thin wire that stretches across the image. Below them, a vast cityscape unfolds, featuring numerous skyscrapers and buildings. The sky is filled with soft, white clouds. The overall scene conveys a sense of extreme height and risk.

*Disclaimer: This document was inspired on the
inputs gathered in ATCOM NPM, by LCP
Commission of 1617*

Why & When Transition?

Why?

- To ensure **continuity of operations** in the organisation
- Preparation to leadership role, functional role and cross functional synergies for LCP elect.
- To ensure **smooth shift in leadership** by focusing on the last 90 days of the term and the first 90 days of the next term
- To emotionally support the LCP elect throughout the process of leadership change

When?

Transition should start **as soon as possible** after there's a successor. That way you can assure a smooth take over and a proper knowledge transfer.

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Things to go through

before starting Transition meetings :)

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How to Be

A person is seen climbing a tall, modern skyscraper. The building's facade is composed of many vertical glass panels. The person is positioned near the top of the frame, with their body partially visible against the building's structure. The background shows a clear blue sky with some light clouds.

Behaviours to Exercise

For LCP Current:

- Approachable
- Open to new ideas
- Proactive
- Being honest and vulnerable
- Open to giving freedom to successor whenever and wherever required
- Well planned

For LCP Elect:

- Being receptive
- Patience
- Put thought into asking the right kind of questions
- Optimism & positivity
- Letting go
- Filtering information according to need

An aerial view of a city, showing a dense urban landscape with various buildings, streets, and green spaces. The image is taken from a high angle, looking down on the city. The colors are somewhat muted, with a lot of greys and blues from the buildings and roads, and some green from the parks and trees.

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The Leap

The LCP 10

Governance & Accountability

Information & Knowledge Bridge

Management

Leadership

Representation - National & International

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The LCP ID

Governance &
Accountability



When it comes to Governance, the role of the LCP doesn't just remain restricted to the Local Committee, but also extends to the network

Governance

LC

Network

Things about LCP-MC relationship, LCP-Focus relationship, and the LCP's responsibility towards the network, that your successor needs to know.
Accountability towards the Local Committee

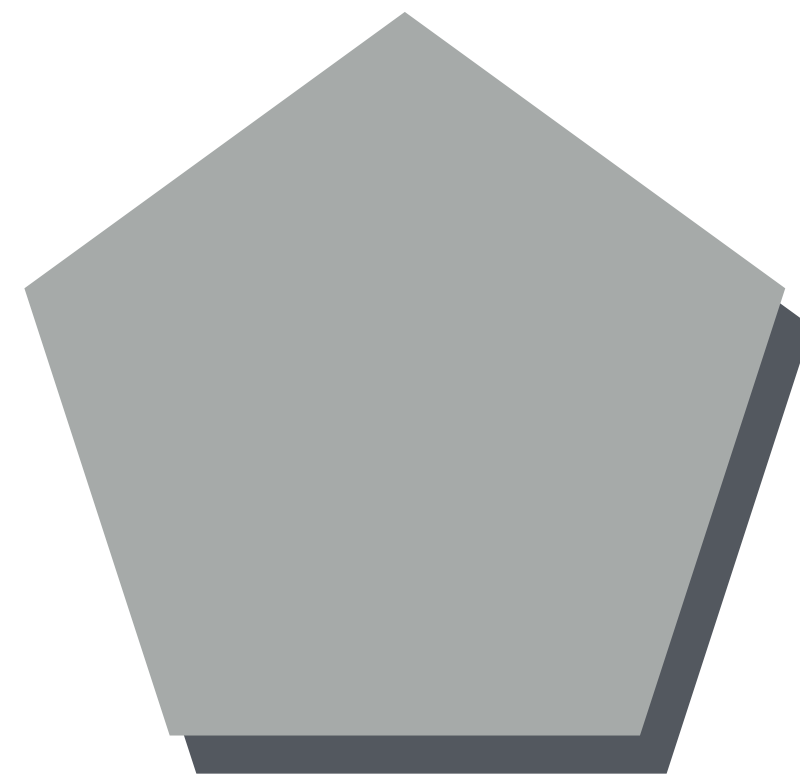
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Governance & Accountability:

- Accountability to, and communication with the AIESEC Turkey Member Committee: Talk about communication channels/touch points with the MCP, Commission MCVPs, LC Coaches + Auditing process
- Accountability to the Focus Commission of AIESEC Turkey: Talk about Sub Committees, their role, the Legislation process & its importance
- Presence at National Meetings: Namely, the National Presidents' Meetings and all the National/Regional Conferences. Also cover the significance of each of these conferences for the network & your LC
- Communication and Implementation of the AIESEC Turkey Compendium at the local level

The LCP JD



Management

*Things about the Organisational Subsystems that your successor must know +
other aspects of the LC that need to be managed*

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Management of the organisational subsystems:

Exchange

Analysing the LC's exchange trends, XPP understanding, feed forward for the next year

Organisational Strategies

What OS's have been used in the past, what worked, what didn't + what OS makes sense for 1718 strategy

Finance

Financial Management & sustainability. LCP/LCVP F relationship as Business Partners

HR

Management of the LC's talent to drive growth across all products that the LC is running.
EB+TL+TM Management

IM

Importance of Information Management + how it has been done + handing over all the past information to the elect

Management of additional aspects:

Partnerships

The kind of external touch points the LC should be creating and maintaining, to sustain and improve operations

Synergies

How the LCP can effectively drive a behaviour and culture where functions strictly fulfil product needs

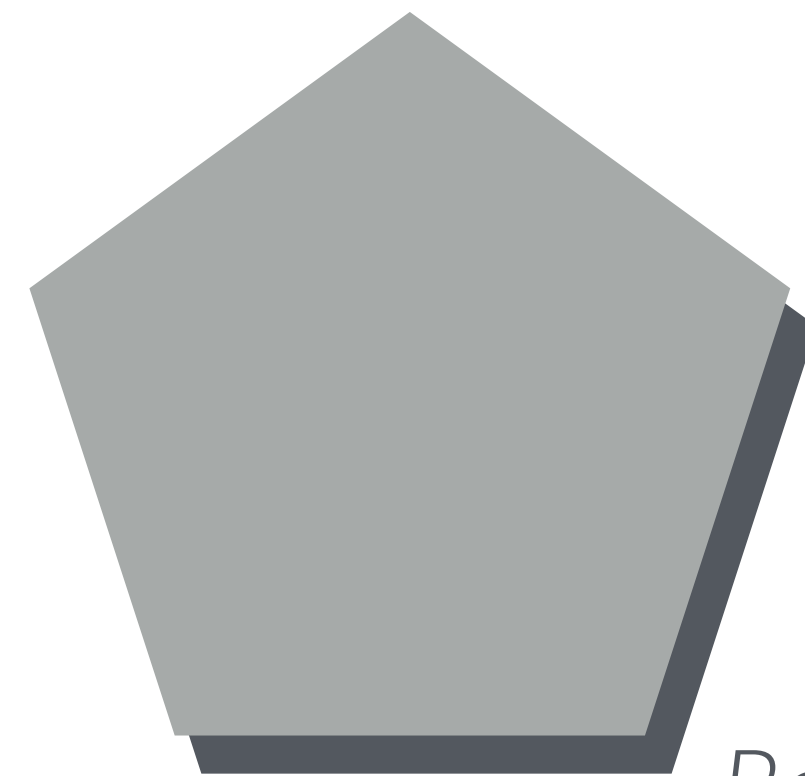
Board

How board can act as a key catalyst in building credibility, initiating value based partnerships & increasing organisational intelligence

CX

The LCPs role in improving the Customer Experience

The LCP JD



Representation

Representation

Internal

External

LCP Representation can be broadly categorised into 2:

Internal, which is within the network of AIESEC Turkey and AIESEC.

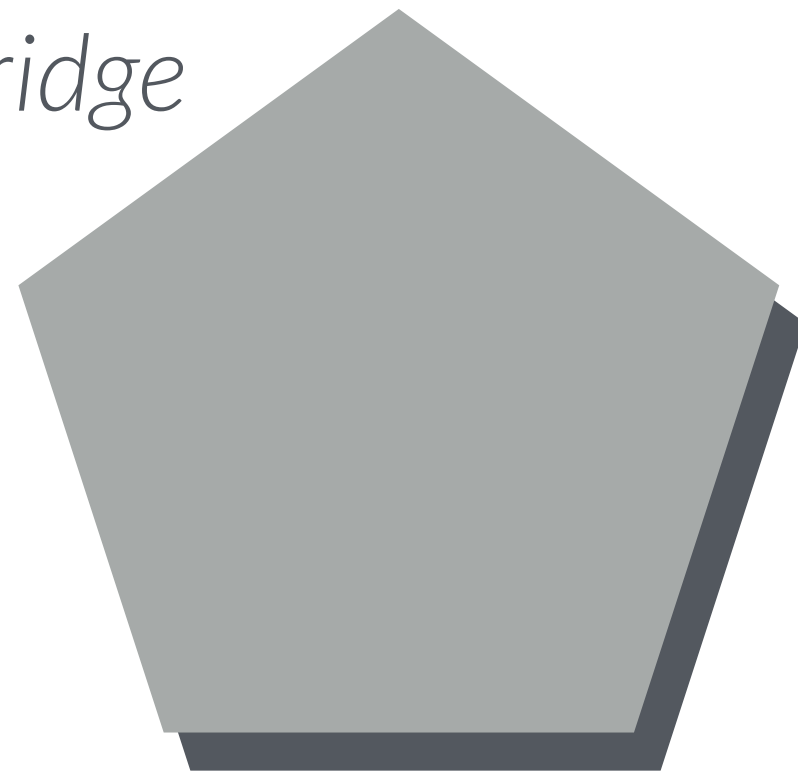
External representation is the LCP's role as a representative of AIESEC & the LC towards various external stakeholders like clients, board etc.

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The LCP JD

Information &
knowledge bridge

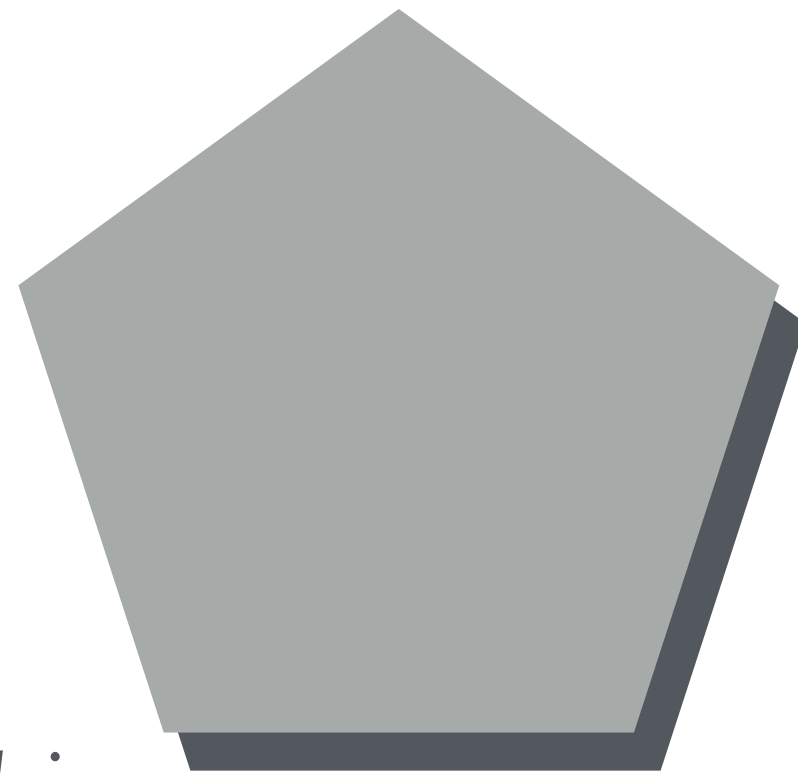


Highlight the role of the LCP when it comes to the LC's communication with the following:
Member Committee, Executive Body, Management Body, General Body, Externals

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The LCP ID



Leadership

Leadership

Vision

Direction



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The LCP Role

The LCP Role

The LCP's Way of Being:

- *Individual Strengths: How to use them to advantage in the term*
- *Individual Weaknesses: How to work on them*
- *Setting personal goals for the year: How to manage personal priorities with the LCP Role*
- *EB Management: Managing the softer aspects, helping the EB create and manage their personal goals along with their job role*
- *EB Management: Building the team culture, striving for the same vision and being on the same page as a team*
- *LCP's messages for the LC in 2017: What are the key messages that the LCP has for the LC in 2017? How will he/she drive them down? How will the LC drive the same message across the National network?*

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A person is seen climbing a tall, modern skyscraper with a glass facade. The person is positioned near the top of the frame, and the building's structure is a complex grid of steel and glass. The sky is visible in the background, with some clouds.

The LCP Role

LCP 1617 - Experience Sharing:

- *Use this space to share your month-by-month experience of leading and managing the Local Committee*
- *Also cover the Team Stages, with the kind of things you felt through each stage, and how you managed everything*

By the end of this space: *your successor should be able to figure out the things to be taken care of in every month, and not repeat any mistakes that you might have done in 2016*

An aerial view of a city, showing a dense urban landscape with various buildings, streets, and green spaces. The perspective is from a high altitude, looking down on the city.

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The LCP Role

LEADERSHIP SKILLS

PERSONAL

INTERPERSONAL

Focus &
prioritisation

Effective
Communication

Fast Learning

Active Listening

Time
Management

Story Telling &
Facilitation

Personal
Management

Hosting Spaces
& Mentoring

Stress
Management

Self Assessment

These are some skills that your successors need to start their term with. During the transition process, you need to help them to develop these skills.

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The LCP Role

A LCP is a leader more than a manager.

TOPIC	MANAGER	LEADER
Focus	Managing work	Leading people
Role	Stability	Change
Decisions	Makes them	Facilitates them
Vision	Short-term	Next generations
Culture	Endorses	Shapes
Action	Reactive	Proactive
Risks	Minimises	Takes them
Direction	Keeps status quo	Challenges status quo

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Managing the Transition

Managing the Transition

Do's

1. Plan the process in a way that your successor gets good time for his/her work related to the current portfolio
2. Be a support system for your successor when it comes to managing portfolio work + transition

Don'ts

1. Overload your successor with information. Take it slow, please.
2. Assign tasks to your successor that actually you are supposed to be doing
3. Be intimidated by the process of transition

Managing the Transition

Which profiles should you look for in the EB 1718?

Disclaimer: This is not concerning EB Structure. In ATEMCO we will present you the recommended EB Structure.

iGT

Data analysis
Customer Orientation
Case-Solving
Personal Effectiveness
Sales
CRM Management
English Language (min. B2)
Effective communication
Time Management
Fast-Learning
Growth Mindset
Synergy Mindset
Perseverance
Professional Looking

oGT

Data analysis
Customer Orientation
Case-Solving
Personal Effectiveness
Sales
Professional Looking
English Language (min. B2)
Effective communication
Time Management
Fast-Learning
Growth Mindset
Synergy Mindset
Perseverance

oGV

Data analysis
Result-Oriented
Customer Orientation
Personal Effectiveness
Sales
English Language (min. B2)
Effective communication
Time Management
Fast-Learning
Perseverance

iGV

Data analysis
Planning & Tracking
Customer Orientation
Case-Solving
Creativity
Personal Effectiveness
Sales
CRM Management
English Language (min. B2)
Effective communication
Time Management
Fast-Learning
Perseverance

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Managing the Transition

Which profiles should you look for in the EB 1718?

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MKT

Critical Thinking
Analytical Skills
Technical Skills
Visual Skills (Keynote, Photoshop, Adobe, ...)
Email Marketing
Event Planning
Graphic Design
LEAD nurturing
Public Relations
Mobile Strategy
Social Media
Sales

TM/HR

Strategic Thinking
Previous exchange positions
Effective Communication
Implementation skills
English Language (min. B2)
Planning & Tracking
Leadership skills
Analytical Thinking
Synergy Mindset
Organisation & Multitasking
Negotiation
Dual Focus
Conflict Management
Change Management

FIN

Interpersonal skills
Communication skills
Financial Reporting
Analytical thinking
Problem-Solving skills
Risk-Management
Management experience
Innovation
Solution-Oriented
Seriousness
Trustworthy person

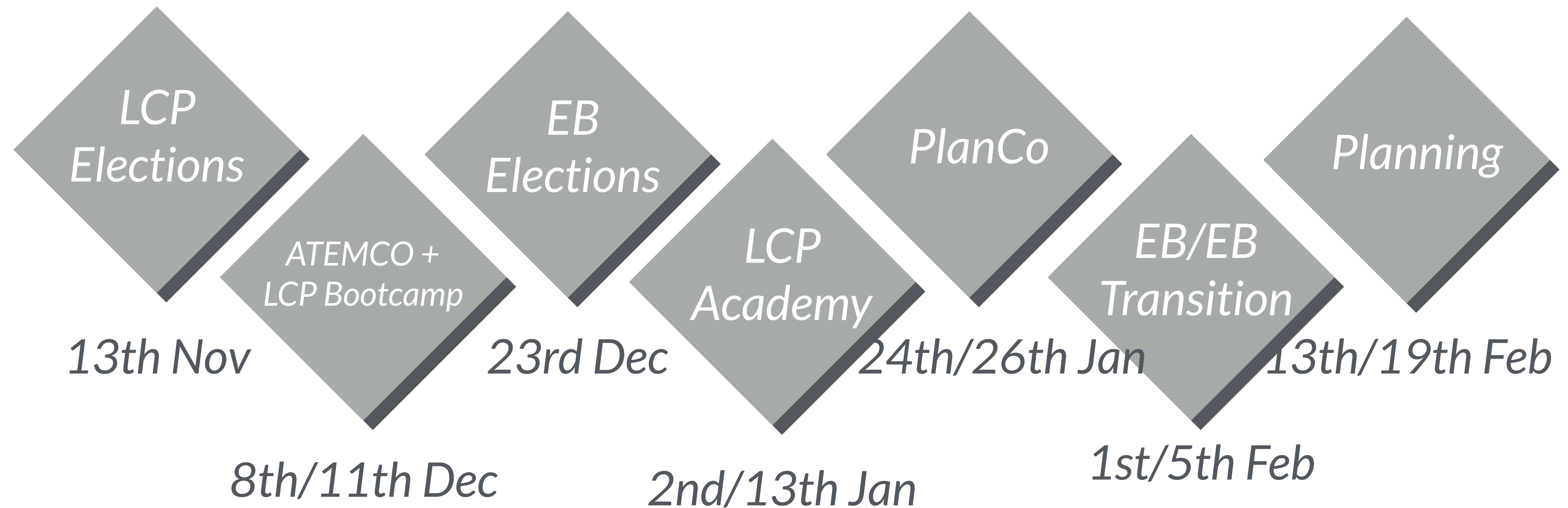
BD

Interpersonal Skills
Collaboration skills
Negotiation
Project Management
Research & Strategy
CRM Management
Sales
Business Intelligence
English Language (min. B2)
Synergy Mindset
Professional Looking



Timeline

National Timeline



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The LCP Role

ATEMCO LCP Bootcamp Content:

Disclaimer: The agenda may change until the conference.

TOPIC	DELEGATES	TOPIC	DELEGATES	TOPIC	DELEGATES
MC/LCP Togetherness	LCPe/LCPc	My LC Culture	LCPe/LCPc	Change Management	LCPe/LCPc
1617 Leadership Evaluation	LCPc	Transition 101	LCPc	LEAD	LCPe/LCPc
My LCP Experience	LCPc	OD Corner	LCPe	Managing the election	LCPc
LCP Role & My Leadership	LCPe	I am Leader of the exchangers	LCPe		
		EB Selection & Structures	LCPe/LCPc		

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The LCP Role

LCP Academy (virtual education facilitated by MC Wave):

2nd to 11th January 2017, always at 6pm. **Open to improvements.**

TOPIC	WHEN	TOPIC	WHEN	TOPIC	WHEN
National & International Representation	2nd January	LC Culture	5th January	MCP/LCP Commission	10th January
Becoming a Team	3rd January	Local Conferences	6th January	Information Management	11th January
Finance & Legalities	4th January	1718 @Turkey Direction	7th January	Define mission & Strategy	12th January
		LC Growth - MC Alignment	9th January	Selection & Allocation	13th January

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The LCP Role

Planning your Timeline:

Stuff to cover before the Bootcamp:

- Organisational Context
- Governance & Accountability
- Leadership Aspects

Stuff to cover/recap after the Bootcamp:

- Management
- Leadership Aspects

An aerial view of a city, showing a dense urban landscape with various buildings, streets, and green spaces. The image is taken from a high angle, looking down on the city.

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Things to go through



Things to go through

Check the Transition Mastersheet below:

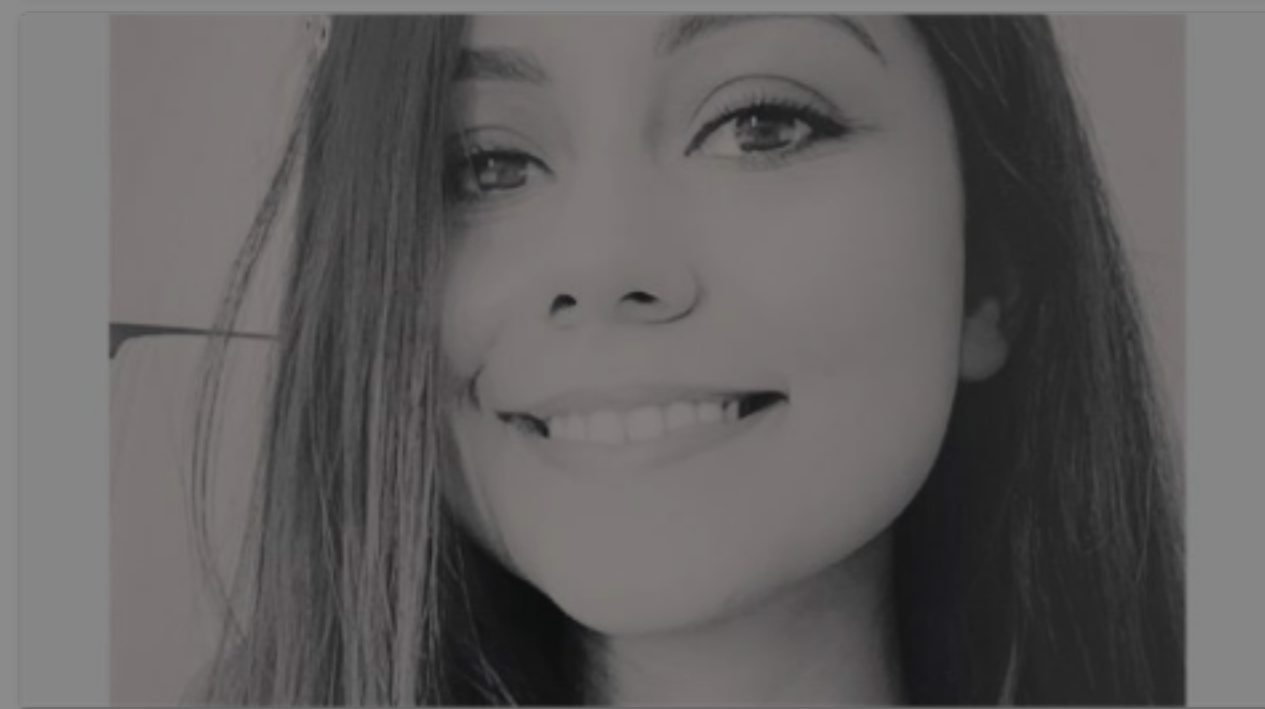
Click [here](#).



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A high-angle, wide shot of a person walking a tightrope high above a dense city skyline. The person is positioned in the upper center of the frame, balancing on a thin wire that stretches across the image. The city below is a complex grid of skyscrapers and buildings, with some clouds visible in the sky. The perspective is looking down from a great height, emphasizing the scale and risk of the feat.

*For any questions, please contact MCVP TM,
Rita Azevedo.*



WISHING YOU *the best transition with your successor :)*