

Results of the Anonymous Survey On Leadership Succession

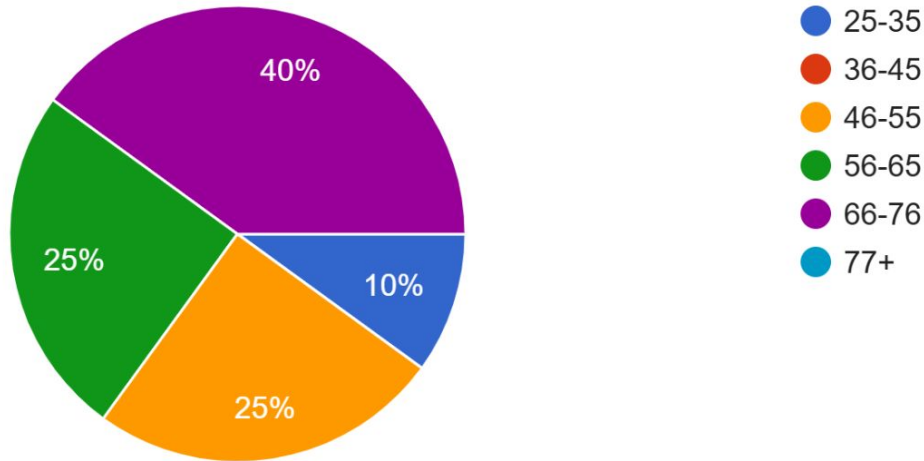
80% Response Rate



4 Generations: 65% between ages 56-76 Years Young

What is your age?

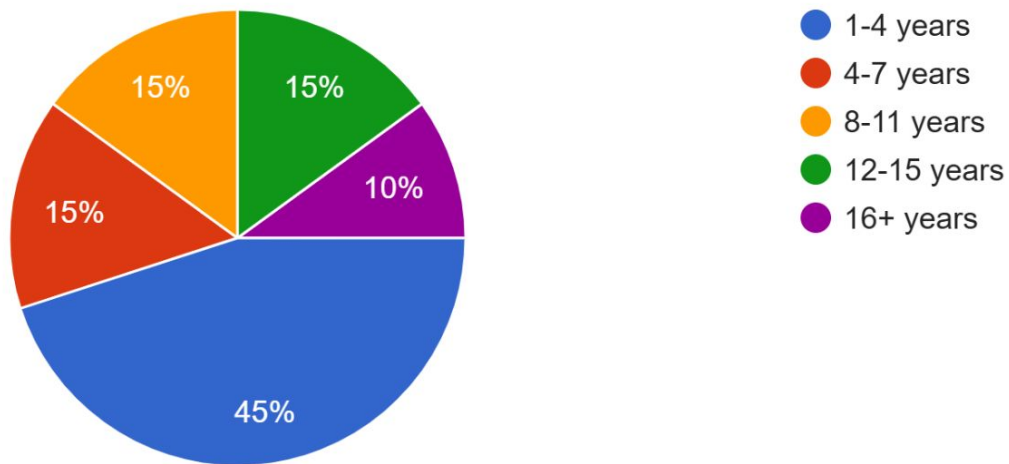
20 responses



60% between 1-7 years of Service

How long have you been a member of the Stakeholders' Advisory Committee

20 responses

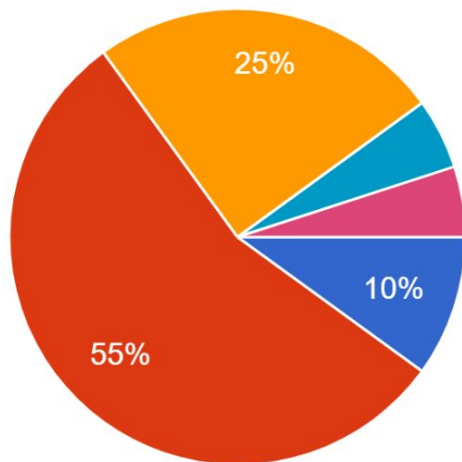


Primary Reason 55%

Influence the outcomes and success of CBP

What is your primary reason for participating on the Stakeholders' Advisory Committee?

20 responses



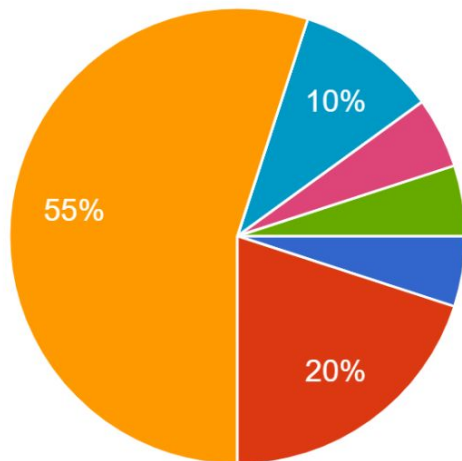
- I was asked to serve, so I am.
- I want to influence the outcomes and success of the Chesapeake Bay Progr...
- I represent an important stakeholder voice.
- I like networking.
- I find the meeting topics interesting.
- The information I learn helps me with my career goals.
- All of the above

Secondary Reason

55% I represent an important Stakeholder voice

What is your secondary reason for participating on the Stakeholders' Advisory Committee?

20 responses



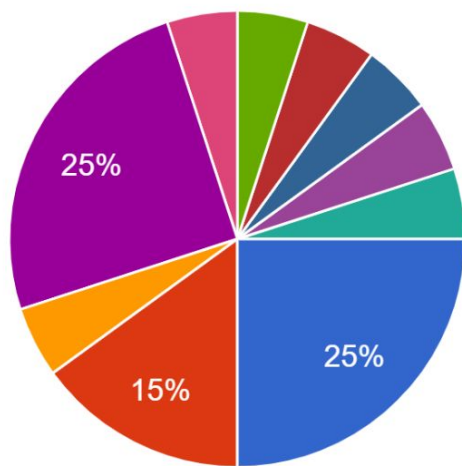
- I was asked to serve, so I am.
- I want to influence the outcomes and success of the Chesapeake Bay Progr...
- I represent an important stakeholder voice.
- I like networking.
- I find the meeting topics interesting.
- The information I learn helps me with...
- All of the above
- I want to improve the water quality of t...

Third Reason

50% Interest in Meeting Topics / Information Help Career

What is your third reason for participating on the Stakeholders' Advisory Committee?

20 responses



- I was asked to serve, so I am.
- I want to influence the outcomes and...
- I represent an important stakeholder v...
- I like networking.
- I find the meeting topics interesting.
- The information I learn helps me with...
- Keep my stakeholder group in bussness
- I find the meeting stimulating and enjo...

If you are not able to regularly participate in quarterly meetings either in-person or remotely, what might make it more of a priority for you?

- Many- are making it a priority
- Few- day job conflicts
- Some- remote option allows for participation
- 1- agenda topics and meeting location
- 1- weekend meetings

Time commitment: Quarterly Meetings for leadership positions-

Low - Moderate Relevance

Subcommittee Chair

- 30% Moderate - Very Relevant

Vice-Chair- assumption to attend in-person

- 25% Moderate - Very Relevant

Committee Chair- assumption to attend in-person

- 30% Moderate - Very Relevant

Time Commitment: Non-Quarterly Meetings- Relevantly High Factor

Unable to Attend Subcommittee Meetings

- Subcommittee Chairs: 40% Moderately Relevant - Relevant

Unable to Attend Stakeholder Executive Committee Mtgs

- Subcommittee Chairs: 40% Moderately Relevant - Relevant
- Vice-Chair: 40% Moderately Relevant - Relevant

Unable to attend related CBP Workgroup Meetings

- Subcommittee Chairs: 60% Moderately Relevant - Very Relevant
- Chair: 50% Moderately Relevant - Very Relevant

Vice-Chair: Expectation to Move to Chair Most Relevant

Expectation to Move to Chair

- 50% Moderately - Very Relevant

Chair: Extra Meetings is Most Relevant Factor

Don't have a sense of how much the Adv Comm influence the CBP

- 70% Little - No Relevance

Uncertain how the CBP Drives implementation

- 80% Low - No Relevance

Previously Served as Chair

- 7 previous served and majority of them said give others the chance
- 15% who have served feel moderate to strongly about not wanting to serve again

Not Enough Knowledge on the Topics- Not Very Relevant

Subcommittee Chair

- 80% Somewhat Relevant - Not Relevant

Vice-Chair

- 75% Somewhat Relevant - Not Relevant

Committee Chair

- 95% Somewhat Relevant - Not Relevant

Conversation: too many acronyms, too technical,
or lack of interest in the topics - Not Very Relevant

Subcommittee Chair

- 85% Somewhat Relevant- Not Relevant

Vice-Chair & Committee Chair

- 95% Somewhat Relevant - Not Relevant

Big Majority Like the Meeting Topics

- 95% and above slightly relevant to not relevant

I don't know enough about how the Stakeholders' Advisory Committee operates- Not Relevant

Subcommittee Chair & Vice-Chair

- 95% of Somewhat Relevant - Not Relevant

Committee Chair

- 100% of Somewhat Relevant - Not Relevant

Level of Comfort- Not Very Relevant

Leading Meetings

- 70% Slightly Relevant - Not Relevant
- Slightly more relevant to Subcommittee Chair question

Building Consensus

- 85% Slightly Relevant - Not Relevant

Not being Heard

- 80% Slightly Relevant - Not Relevant

Say the Wrong Thing

- 75% Slightly Relevant - Not Relevant

What support might help you want to be a Committee Leader:

- Financial support / stipends
- Access to data, research, and resources
- Create tributary leaders to focus on local issues
- The Committee is not an advocacy agency for individual's interests
- Better understand roles and expectations
- Experience of the longer term members can be intimidating

Other thoughts on membership and leadership positions:

- Members with longer CBP experience should encourage and support the younger members and members with diverse backgrounds to serve in the leadership positions
- Partnerships and collaborations with state government agencies
- Rotate the leadership regularly to allow for new ideas and expand the number of environmental leaders.
- Frustrating that CBP sometimes dismisses the Committee advice
- It is an honor to be invited through to be on the Committee
 - Frustrating that we have to work so hard to facilitate getting members into leadership roles
- Committee is more active than in the past which requires more time
- Appreciation for staff support (thank you!)

Biggest Barriers to Leadership and Ideas for Opportunities

Time Outside the Quarterly Meetings

- Examine the frequency, length, and purpose of non-quarterly meetings
- Establish plans to delegate some CBP-related meetings to members who have more time

Long-term Members Cultivate New Leaders

- Explore Mentorship Models



Thoughts and Reactions?