

## How to Recognize Members for NoTitleNeeded

Student Leadership Development's NoTitleNeeded initiative exists to encourage students to recognize and celebrate where leadership and contribution take place without a reliance on position, title or role. Leadership is a process amongst all members and through NoTitleNeeded we work to elevate the concept that it is not about the role (or title) but always about working toward a shared goal together.

During the NoTitleNeeded initiative, we hope you and your organization will focus on emerging contributors within your group or cause. The belief that you are capable is one of the greatest contributors to leadership efficacy. Build this leadership efficacy in your members by thanking them for the (NoTitleNeeded) contributions they are making to your shared goals.

- **The next time you use "Name Tags" using the title individuals hold within the organization, try using names with an interesting fact instead.**
- **Conclude your team meeting with a round of public praising (everyone shares one thing that another team member did around leading with no title!)**
- **Give your members who contribute NoTitleNeeded "coupons" after key events or when you deem appropriate, that they can cash in to be redeemed for some sort of prize at the end of the semester/ academic year.**
- **In group intros & icebreakers, ask members or attendees to introduce themselves in a way that doesn't allow for involvement/title listing. Instead of 'give us your name and tell us what you're involved with' (which sometimes leads to title listing); try, 'give us your name and tell us about a group or cause you care about and/or what's a meaningful experience you've had at W&M!'**
- **Create a weekly rotating award that recognizes a member regardless of position for contributions based on the values of the organization.**
- **Try this activity! At the end of the meeting, provide three pieces of candy to three different individuals. Those individuals must then stand up and give the candy to someone else while sharing something positive that the person has done during the week (i.e. leading without a title!)**
- **Designate a "No Title Needed Box" where people can leave a note about someone who has done something good. The president or another organization leader can then read the notes during the meeting.**
- **If a member of an organization has done something exemplary and/or successfully lead without a title, throw them a surprise No Title Needed party in their honor.**

*Remember that the sky's the limit! Express your creativity in your efforts to recognize NoTitleNeeded.*