



# 2024 SWCS EMERGING LEADERS PROGRAM POST-PROGRAM REPORT

<b>2024 Data</b>	Participants .....	127
	Graduates .....	107
	Certified Conservation Event Planners .....	95
	ELP Events Held .....	94
	Event States/Regions/Territories ...	30
	Total Event Attendees .....	7,036
	Partner Organizations .....	244

## Overview

The inaugural 2024 Emerging Leaders Program (ELP) marked a significant milestone for SWCS. Designed to equip early-career professionals with the skills and networks necessary to lead within the conservation field, the program exceeded expectations in terms of participant engagement, outcomes, and overall impact!

## Top Skills Learned\*

- |                   |                            |
|-------------------|----------------------------|
| 1. Event Planning | 3. Leading Yourself        |
| 2. Networking     | 4. External Communications |

## Alumni Leadership Within SWCS

This class of leaders has already integrated themselves into SWCS leadership and are impacting the future of the Program and the Society.

1. Joining National SWCS Board and Committees
  - o 2 will serve as Ex-Officio SWCS Board Members
  - o 1 joined the Science and Policy Committee
  - o 1 joined the Awards and Scholarships Committee

Of the 20 participants who didn't graduate...

- 1 reapplied for the 2025 class
- 4 indicated personal/professional changes as barriers
- 4 did not provide updated contact information (emails bounced back)
- 11 did not respond

\*Data from the post-program questionnaire



## 2. Participating in the SWCS International Annual Conference

- 45 attended the 2024 conference
- 25 volunteered to assist with the conference
- Others presented, participated in roundtables, served as moderators, networked, led tours, were interviewed as SWCS ambassadors, and more
- We are encouraging Alumni to attend the 2025 conference through targeted marketing and outreach

100% of program participants who attended the conference would recommend it to future participants!\*

## 3. Integrating into SWCS Chapters

- 27 chapter leaders participated in the events planning module in February
- 46 chapter leaders conversed with participants at the conference Leadership Breakfast

## 4. Providing Feedback

- Participant feedback was incorporated into making the program even better for the incoming class including - more frequent and shorter webinars; additional webinars on time management and communications; and adding in networking sessions earlier

## 5. Mentoring and Networking

- Participants expressed wanting to interact with the next class and provide support. So, we will be offering opportunities for them to connect with and guide the next class by - leading virtual and in person networking sessions; presenting during modules; and more!
- Participants of this graduating class recommended 38 applicants for the 2025 class

## Emerging Leaders Alumni Network

It's crucial for the health and growth of our organization to keep the 2024 class involved in and engaged with the SWCS leadership opportunities above.

Of our approximately 2,000 individual members, 309 self-indicated as 45 or under (excluding students). If all 99 of our ELP graduates who are under 46 renew, and if we accept all 181 of the 2025 applicants under 46, **we'll have nearly doubled our members under the age of 46 in less than two years!**

We are working to conduct a campaign to encourage renewal and will continue to develop alumni opportunities!

“I felt confident after learning from this program and executing my own event that I can succeed at planning more events in the future. I also did not realize how much SWCS has to offer and have been promoting it heavily to everyone in the conservation field.” -Kassidy Roof, 2024 ELP Grad

“This program is what you make of it! Take advantage of all the opportunities that are presented. The more effort you put in, the more you'll get out of it.” -Rachael Millage, 2024 ELP Grad

“I realized that everyone starts out as a new leader and we are all just trying new things until we figure out what works. I loved hearing about SWCS staff's leadership journeys and examples of events they've hosted. I also loved the event planning toolkit! Invaluable resource!” -Winifred Dorer, 2024 ELP Grad

“It is great to feel a sense of community.” -Mitch Harting, 2024 ELP Grad