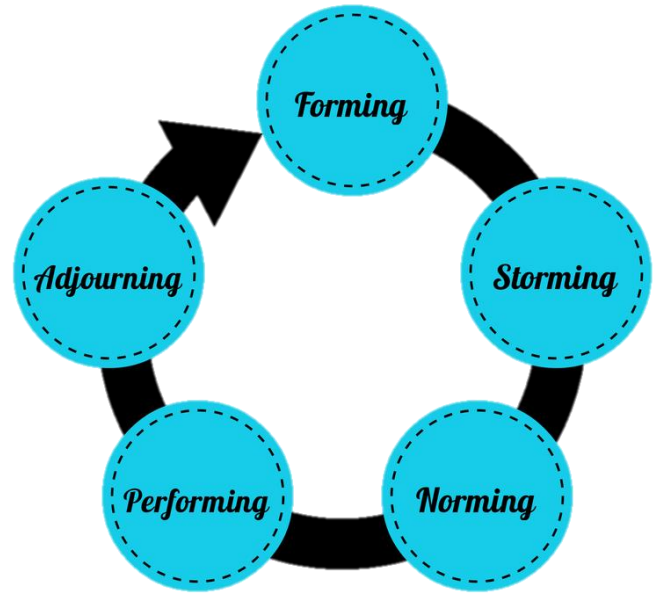


# a little bit of **EVERYTHING**

*keeping your organization together*

## *the life cycle of an* **ORGANIZATION**



<i>Stage</i>	<i>Description</i>	<i>Qualities</i>	<i>Action Items</i>
Forming	Everything is shiny and new!	<ul style="list-style-type: none"> <li>• Positive, polite</li> <li>• Unclear expectations</li> <li>• Leader-heavy</li> </ul>	<ul style="list-style-type: none"> <li>• Stay in touch</li> <li>• Advisor Relations</li> <li>• SMART goals</li> </ul>
Storming	The honeymoon is over.	<ul style="list-style-type: none"> <li>• Anxious, stressful</li> <li>• Some individuals may not mix well</li> <li>• Members may fight for positions of power</li> </ul>	<ul style="list-style-type: none"> <li>• Set expectations</li> <li>• Build trust</li> <li>• Conflict management</li> <li>• Advisor help</li> </ul>
Norming	People put up with each other's habits.	<ul style="list-style-type: none"> <li>• Respectful, social</li> <li>• Constructive feedback</li> <li>• Can revert back to storming easily</li> </ul>	<ul style="list-style-type: none"> <li>• Give members responsibility</li> <li>• Team-building</li> <li>• Stay positive</li> </ul>
Performing	People value each other's strengths.	<ul style="list-style-type: none"> <li>• Trusting, positive</li> <li>• Effective processes</li> <li>• Empowered members</li> <li>• Life is easy(ish)!</li> </ul>	<ul style="list-style-type: none"> <li>• Delegate</li> <li>• Mentor new leaders</li> <li>• Focus on tertiary goals</li> </ul>
Adjourning	All good things must come to an end.	<ul style="list-style-type: none"> <li>• Bittersweet</li> <li>• Sense of loss for some</li> <li>• New leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Recognize successes</li> <li>• Express thanks</li> <li>• Officer Transition Workbook</li> </ul>