

GOVERNANCE AND STRATEGY

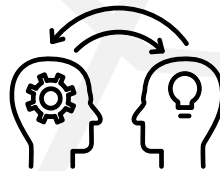
- Demonstrates fiduciary responsibility
- Demonstrates understanding of IAAP's core values, purpose, goals, and objectives
- Macro understanding of the profession and its future
- Ability to think strategically and critically

COACHING, MENTORING AND RELATIONSHIP BUILDING

- Demonstrates coaching, mentoring, and motivating skills
- Manages conflict resolution effectively and efficiently
- Promotes IAAP's brand and archetype through internal and external relationships
- Builds and maintains trust and appropriate confidentiality in all relationships



BOARD OF DIRECTORS



SUCCESSION AND TRANSITION PLANNING

- Ability to identify and develop future talent
- Manages leadership transitions with careful attention and planning
- Committed to building a robust leadership pipeline
- Shapes and cultivates a leadership culture

LEADERSHIP CHARACTER AND COMPETENCE

- Define desired change and demonstrate nimbleness to adapt quickly and positively to change
- Demonstrates emotional intelligence in all situations
- Demonstrates consistency and follow-through
- Demonstrates commitment and remains fully engaged

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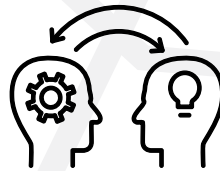
- Demonstrates budgetary understanding and financial accountability for the region
- Demonstrates understanding of IAAP's core values, purpose, goals, and objectives
- Demonstrates knowledge of IAAP and its relevant history
- Ability to make sound decisions and demonstrate strategic alignment

COACHING, MENTORING AND RELATIONSHIP BUILDING

- Inspires and motivates Branch Directors and remains open to coaching and mentoring
- Demonstrates awareness and commitment to conflict resolution
- Demonstrates understanding of IAAP's brand and appropriately promotes the brand
- Builds trust and manages relationships in support of the region



REGIONAL DIRECTORS



SUCCESSION AND TRANSITION PLANNING

- Ability to engage, identify, and develop future talent
- Committed to successful leadership transitions
- Committed to growth of the region
- Understands and upholds IAAP's leadership culture

LEADERSHIP CHARACTER AND COMPETENCE

- Demonstrates adaptability and serves as an effective and positive change-agent
- Demonstrates emotional intelligence through self-management and relationship building
- Demonstrates reliability, availability, and accountability
- Demonstrates commitment and remains fully engaged

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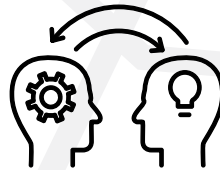
- Demonstrates budgetary understanding and financial accountability for the branch
- Demonstrates understanding of IAAP's core values, purpose, goals, and objectives
- Understanding the needs of local admins
- Ability to make sound decisions and demonstrate strategic alignment

COACHING, MENTORING AND RELATIONSHIP BUILDING

- Remains open and available to coaching and mentoring opportunities
- Demonstrates optimism and collaboration with Regional Directors to resolve conflict
- Demonstrates brand ambassadorship and professional advocacy
- Builds trust and manages relationships in support of the branch



BRANCH DIRECTORS



SUCCESSION AND TRANSITION PLANNING

- Demonstrates understanding and value of the Branch Director role
- Committed to successful leadership transitions
- Ability to build an effective and engaged branch team and community
- Understands and upholds IAAP's leadership culture

LEADERSHIP CHARACTER AND COMPETENCE

- Demonstrates adaptability and serves as an effective champion of IAAP
- Demonstrates emotional intelligence through self-awareness and relationship building
- Demonstrates reliability and accountability
- Demonstrates commitment and remains fully engaged