**IAAP Board of Directors**

**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

**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

**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

**Leadership Character and Competence**
- Defines 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

**IAAP Leadership Philosophy**
- Recognize Your Value, Develop Your Voice, & Empower Others
- Recruiting and developing future leaders
- Encouraging a culture of coaching and mentoring
- Advocating and leading relevant change
- Building and empowering the administrative community