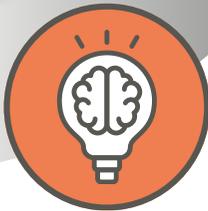




## Boards Leadership Matrix



### Governance and Strategy

- Adheres to fiduciary obligations.
- Demonstrates understanding of organization's core values, mission, vision, and strategy.
- Understands governance roles and responsibility and the clear distinction from administration and operations.
- Macro understanding and global perspective of the profession and its future.
- Ability to think strategically and critically.

### Succession and Transition Planning

- Ability to identify and develop diverse future talent.
- Manages leadership transitions with careful attention and planning.
- Committed to building a robust and inclusive leadership pool.
- Models, shapes and cultivates a leadership culture.
- Promotes leadership by being a champion and ambassador.

### Coaching and Relationship Building

- Demonstrates coaching, motivation, and empowerment skills; promoting the core values of Collaboration and Inclusion in every interaction.
- Manages and resolves conflict in alignment with organizational culture.
- Promotes organization's brand through internal and external relationships.
- Champions cultural sensitivity and the value of diversity in international relationships.
- Builds and maintains trust and confidentiality, balancing discretion with transparency – knowing when to safeguard and when to share.

### Leadership Character and Competence

- Champions diversity, equity, and inclusion.
- Defines desired change and demonstrates nimbleness to adapt quickly and positively to change, promoting a culture of innovation.
- Demonstrates self-awareness and emotional intelligence in all situations.
- Consistently embodies commitment, engagement, and reliability.

# IAAP Leadership Philosophy

Recognize Your Value, Develop Your Voice, & Empower Others

- Recruiting and developing future leaders
- Encouraging a culture of coaching and accountability
- Advocating and leading relevant change
- Building and empowering the administrative community



# Volunteer Leaders Leadership Matrix



## Governance and Strategy

- Demonstrates understanding of organization's core values, mission, vision, and strategic priorities
- Ability to align role responsibilities to the current strategic plan
- Ability to make sound decisions and think critically within scope of volunteer role
- Understands role within the organization and how it relates to the whole

## Succession and Transition Planning

- Committed to successful leadership transitions by facilitating smooth knowledge transfer
- Ability to identify and engage diverse future talent within their sphere of influence
- Understands and upholds organizational leadership culture
- Provides feedback about effectiveness to ensure future improvements

## Coaching and Relationship Building

- Remains open and responsive to coaching and feedback while demonstrating coaching skills when appropriate
- Demonstrates awareness and commitment to conflict resolution in alignment with organizational culture
- Demonstrates brand ambassadorship and professional advocacy through internal and external relationships
- Builds trust and maintains relationships and confidentiality in support of their role and the organization

## Leadership Character and Competence

- Champions diversity, equity, and inclusion.
- Demonstrates self-awareness and emotional intelligence in all situations
- Consistently embodies commitment, engagement, and reliability
- Serves as a positive role model by accepting and demonstrating personal responsibility

# IAAP Leadership Philosophy

Recognize Your Value, Develop Your Voice, & Empower Others

- Recruiting and developing future leaders
- Encouraging a culture of coaching and accountability
- Advocating and leading relevant change
- Building and empowering the administrative community