

Competencies for Future IAHSS Board Members

Overarching Themes: Commitment, communication, collaboration, coordination, and confidence in the organization, ourselves, each other as well as a common vision/mission.

Strategic Vision

Definition: Sees the big, long-range picture

- Sees where current trends will lead, and how they may influence the organization's direction.
- Analyzes options and decisions based on long-term pay-offs or outcomes.
- Able to translate vision into clear strategies.

Accountability & Dependability

Definition: Takes personal responsibility for one's actions to include the quality and timeliness of work with little oversight

- Participates in IAHSS BOD business in a timely and engaged manner
- Meets productivity standards, deadlines, and work schedules
- Does what they say they are going to do
- Manages the commitments of an engaged BOD member

Ethics & Integrity

Definition: Earns others' trust and respect through consistent honesty and professionalism in all interactions

- Respects and maintains confidentiality
- Tells the truth and is honest in all dealings
- Keeps promises and commitments made to others
- Does the right thing, even when it's difficult
- Avoids situations and actions considered inappropriate or which present a conflict of interest
- Does not misrepresent self or use position or authority for personal gain

Interpersonal Skills

Definition: Gets along and interacts positively with others; understands and relates to others.

- Understands the interests and concerns of others
- Listens attentively to people's ideas and concerns
- Finds non-threatening ways to approach others on sensitive issues
- Anticipates how others will react to a situation

Relationship Building

Definition: Builds constructive working relationships characterized by a high level of acceptance, cooperation, and mutual respect.

- Maintains an open, approachable manner, and treats others fairly and respectfully
- Preserves others' self-confidence and dignity, and shows regard for their opinions
- Asks questions to identify shared interests, experiences, or other common ground
- Seeks to resolve confrontations and disagreements constructively. Focuses on the situation, issues, or behaviors, rather than the people.

Influencing Others

Definition: Influences and builds excitement among others to furthering the organization's objectives; ability to gain others' support for ideas, proposals, and solutions.

- Inspires and persuades others to voluntarily follow direction, pursue and achieve goals, and adopt new positions or opinions.
- Promotes the creation of shared mission, vision, and values, and uses those principles to guide actions.
- Addresses issues in an open, constructive, professional manner, and persuades others to approach issues in the same manner.
- Leads by example and sets standards for professional behavior.

Valuing Diversity

Definition: Helps create an environment that embraces and appreciates diversity.

- Sees the value of cultural, ethnic, gender, and other individual differences in people. Creates an environment of learning about, valuing, encouraging, and supporting differences.
- Supports fair treatment and equal opportunity for all. Listens to and objectively considers the ideas/input of others.

The Duties of a Board Member

Duty of Care

- Be informed and ask questions.
- The duty of care describes the level of competence that is expected of a board member, and is commonly expressed as the "duty of care that an ordinary prudent person would exercise in a like position and under similar circumstances."
- This means that a board member owes the duty to exercise reasonable care when he or she makes a decision as steward of the organization.

Duty of Loyalty

- Show undivided allegiance to the organization's welfare.
- A standard of faithfulness; a board member must give undivided allegiance when making decisions affecting the organization.
- A board member can never use information obtained as a member for personal gain and must act in the best interest of the organization.
- Board members must comply with policies regarding code of conduct and ethical behavior.

Duty of Obedience

- Requires board members to be faithful to the organization's mission.
- They are not permitted to act in a way that is inconsistent with the central goals of the organization.
- A basis for this rule lies in the public trust that the organization will manage donated funds to fulfill the organizations' mission.

Fiduciary Responsibility

- A board member has a legal obligation to act in the best interest of our members and the association. The obligated party is typically a fiduciary, that is, someone entrusted with the care of money or property.