

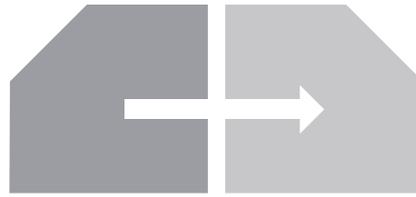


Important Competencies

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Important Competencies



Updated: _____

- *Visioning* – Visualizes the organization’s future state (structure, culture, leadership, target markets, etc.) and criteria for long-term, sustained business success.
- *Leading and managing change* – Continuously challenges the status quo and leads the necessary changes. Provides information and gathers feedback about changes that allow others to create organizational agility.
- *Passion for mission* – Demonstrates and communicates passion for the organization’s core purpose; identifies with the organization’s mission and inspires others about the mission.
- *Credibility* – Demonstrates honesty, sincerity, humility and respect for individuals while modeling organizational values. Inspires trust in and from others.
- *Achieves results* – Improves and sustains superior business performance, develops and follows through on priorities, delegates appropriately, holds people accountable, makes financially-sound decisions, optimizes resources and initiates efficient work processes.
- *Intelligence and judgment* – Demonstrates capacity to analyze, synthesize and integrate information to effectively identify and solve problems. Makes informed decisions, and successfully addresses complex organizational challenges.
- *Strategic thinking* – Provides focus and long-term direction for constant stream of organizational and individual action.
- *Inspirational leadership* – Develops commitment in others by setting a personal example, demonstrates enthusiasm, empowers workforce and appeals to what motivates them.
- *Customer focus* – Responds to the needs and expectations of clients and donors. Uses an understanding of client and donor needs as the basis for organizational action.
- *Fundraising* – Provides direction and serves as primary contact for foundations, government and donors.
- *Community development* – Develops strong external loyalty to the mission and values of organization, and brings strong community and civic leader relationships to leverage good will and financial support for organization.
- *Financial development/acumen* – Ensures innovative fund development strategies are developed, cultivated and implemented that provide the necessary financial resources to sustain and grow the organization. Ensures generally accepted accounting principles are continually adhered to and related to all budget and financial matters. Understands and can manage operations within budget constraints.
- *Talent management* – Demonstrates the ability to attract, align, develop and retain the diverse talent pool needed to meet and exceed organizational goals.

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Important Competencies *Continued*

- *Interpersonal savvy* – Builds appropriate rapport and constructive, effective relations both internally and externally. Relates well to people of diverse backgrounds and exhibits genuinely warm and approachable behavior. Listens attentively to understand the needs, intentions and values of others.