



ITNS Board Leadership Competencies

- 1. Knowledge of the Association:** Having and using knowledge of systems, situations, pressures, and culture inside the organization to identify potential organizational problems and opportunities; perceiving the impact of decisions on other components of the organization through
 - Understanding and using organizational policies and systems to solve problems
 - Anticipating impact of actions on other groups

- 2. Developing, Communicating, and Sustaining a Vision:** Creating and achieving a desired future state (vision) through influence on organizational values, individual and group goals, reinforcements, and systems by
 - Defining a desired future state
 - Communicating direction with enthusiasm
 - Gaining commitment to vision and values

- 3. Integrity/Responsibility/Accountability:** Maintaining and promoting social, ethical, and organizational norms in conducting internal and external business activities by
 - Sharing complete and accurate information
 - Maintaining confidentiality
 - Adhering to policies and regulations
 - Meeting personal commitments and promises
 - Setting high performance standards

- 4. Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain all parties' support and acceptance by
 - Exploring other's needs, concerns, and positions
 - Keeping discussions issue-oriented
 - Seeking win-win solutions

- 5. Communication:** Expressing ideas effectively in individual and group situations (including nonverbal communication) adjusting language or terminology to the characteristics and needs of the audience through
 - Expressing thoughts clearly
 - Soliciting ideas, suggestions, and opinions from others
 - Listening to all points of view with an open mind

- 6. Teamwork:** Working effectively with team or workgroups or those outside formal lines of authority to accomplish organizational goals; taking action that respect the needs and contributions of others; contributing to and accepting consensus by



- Exchanging ideas freely
- Supporting group decisions
- Putting group goals ahead of individual goals

7. Leadership and Motivating Others: Using appropriate interpersonal styles and methods to inspire and guide individuals toward goal achievement; modifying behavior to accommodate tasks, situations, and individuals though

- Focusing on situation, not the person
- Asking for and gaining commitment to action
- Mutually agreeing on accomplishments

8. Innovation: Generating creating solutions to work situations; trying different and novel ways to deal with organizational issues and opportunities by

- Approaching job with imagination and originality
- Generating novel solutions
- Suggesting new ways to apply existing knowledge

9. Judgement/Problem Solving: Committing to an action after developing alternative courses of action that are based on logical assumptions and factual information; taking into consideration resources, constraints, and organizational value in all decisions by

- Considering alternatives
- Considering all pertinent facts
- Weighing pros and cons or impact of alternatives