



ENA Leadership Development and Elections Committee Competencies

COMPETENCY ONE: Knowledge

The committee member is able to think critically and gather, sort, store and use information to turn data into knowledge. This competency may be demonstrated by the following behaviors:

- Be familiar with the association's mission, vision, values, and goals (strategic plan)
- Understand the specific responsibilities attached to the different leadership positions on the ballot
- Understand the roles and responsibilities of volunteers within the association
- Understand the association's governance structure and policies
- Understand the association's programs and services
- Understand the needs of the association's members and stakeholders
- Understand the emergency nursing profession in different contexts

COMPETENCY TWO: Decision Making

The committee member evaluates, vets, screens, and presents the slate of candidates. This competency may be demonstrated by the following behaviors:

- Ability to always keep the big picture in mind while paying attention to details
- Ability to think independently, grow in knowledge, and rely on data rather than opinions
- Ability to think critically, ask questions, and challenge opinions in delicate conversations
- Ability to understand issues from different perspectives
- Ability to understand and process large amounts of information effectively and efficiently
- Ability to synthesize multiple viewpoints and incorporate them into sound decisions
- Ability to make informed decisions efficiently and take action when needed
- Ability to be objective at all times about what is best for the whole of the association, rather than what is best for a particular constituency

COMPETENCY THREE: Communication

The committee member is comfortable using a broad range of communication styles, and chooses appropriate, effective ways to communicate in diverse situations. This competency may be demonstrated by the following behaviors:

- Ability to articulate ideas, opinions, and rationales in a clear, concise, and logical manner
- Ability to achieve practical consensus in group discussions
- Ability to provide constructive feedback to candidate's to help develop future leaders

COMPETENCY FOUR: Leadership Development

The committee member identifies, solicits, mentors future leaders, recognizing the potential in ENA members and provides them the opportunity to develop and grow.

This competency may be demonstrated by the following behaviors:

- Ability to execute due diligence in evaluating potential candidates
- Ability to use logic and reasoning to identify strengths and weaknesses of candidates
- Ability to contribute to ENA succession planning
- Ability to be goal and future oriented

COMPETENCY FIVE: Collaboration

The committee member works cooperatively and collaboratively with others to achieve collective goals. This competency may be demonstrated by the following behaviors:

- Ability to effectively collaborate as well as work independently
- Ability to interact with other committee members in a group setting, both contributing to, and valuing the contributions of all members
- Ability to be present and engaged for meeting and conference calls for the elected term to benefit the committee and its purpose