

ENA Board of Directors Competencies

COMPETENCY ONE: Collaboration

The board member demonstrates a spirit of team work and cooperation. This competency may be demonstrated by the following behaviors:

- Ability to work collaboratively in a group
- Demonstrated skills in consensus building
- Is able to disagree without being disagreeable
- Has the ability to relate to a wide range of people and establish quality relationships and values the contributions of all members of the board
- Invite, seek, value and use feedback
- Ensure one's own emotions and passions do not hinder group relationships and outcomes
- Contributes to the board dialogue
- Ability to maintain objectivity
- Manage conflict effectively

COMPETENCY TWO: Decision Making

The board member seeks information and utilizes that information to make decisions. This competency may be demonstrated by the following behaviors:

- Utilizes performance indicators in decision making
- Ability to see the "big picture"
- Is flexible and willing to change stances when necessary or appropriate
- Can see strengths and weaknesses of ENA, and how decisions will impact them
- Ability to recognize opportunities and threats in specific to emergency nursing

COMPETENCY THREE: Strategic Thinking

The board member demonstrates commitment to long term success of the association. This competency may be demonstrated by the following behaviors:

- Think independently, grow in knowledge, and rely on data rather than opinions
- Goal and future oriented
- Think critically, ask questions, and challenge opinions in delicate conversations
- Understand issues from different perspectives
- Understand and process large amounts of information effectively and efficiently
- Synthesize multiple viewpoints and incorporate them into sound decisions
- Ability to focus at the governance versus operation level of issues
- Ability to recognize wider business and societal changes, particularly in the context of global markets

COMPETENCY FOUR: Professionalism

The board member consistently displays an attitude of integrity and professionalism. This competency may be demonstrated by the following behaviors:

- History of self-leadership
- Integrity in personal and business dealings
- Demonstrated commitment to the purpose, vision, and values of the organization
- Willingness to act on and remain accountable for board decisions but courage to pursue personal convictions
- Emotional intelligence (*self-awareness, self-management, social awareness and social skill*)
- Demonstrate a commitment to professional growth and improvement

COMPETENCY FIVE: Business Acumen

The board member demonstrates initiative, ambition, and communication styles that result in positive business outcomes. This competency may be demonstrated by the following behaviors:

- Can read and interpret financial reports
- Ability to make informed business decisions
- Prepares for board meetings
- Is able to deliver a clear message
- Can articulate thoughts, opinions, rationales and points in a clear, concise and logical manner
- Can influence and persuade others
- Ensures strategies, budgets and business plans are compatible with vision and strategy
- Understands legal, accounting and regulatory requirements affecting the association

COMPETENCY SIX: Leadership Planning

The board member promotes the recruitment and development of others within ENA. This competency may be demonstrated by the following behaviors:

- Mentors members seeking office
- Ability to see potential leadership qualities in members
- Maintains a positive influence
- Develops meaningful relationships
- Motivates members to seek leadership roles