

ENA Board of Directors Competencies

In July 2015, the ENA Board of Directors developed and approved Board of Director competencies. The competencies below include the knowledge, skills, abilities, and personal attributes recommended for serving on the Board of Directors, but are not required.

COMPETENCY ONE:

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
- Invites, seeks, values, and uses feedback
- Ensures one's own emotions and passions do not hinder group relationships and outcomes
- Adds value to the board dialogue
- Is able to deliver a clear message
- Ability to maintain objectivity
- Can articulate thoughts, opinions, rationales, and points in a clear, concise, and logical manner
- Can influence and persuade others
- Manage conflict effectively

COMPETENCY TWO:

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

- Prepares for board meetings
- Knows the key performance indicators of the company and its senior management
- Understands legal, accounting, and regulatory requirements affecting the company
- Ability to see the "big picture"
- Is flexible and willing to change stances when necessary or appropriate
- Is able to focus at the governance level of issues
- Can see strengths and weaknesses of ENA, and how decisions will impact them
- Ability to recognize opportunities and threats specific to emergency nursing
- Ability to recognize wider business and societal changes, particularly in the context of global markets
- Ensures strategies, budgets, and business plans are compatible with vision and strategy
- Aware of change and the need for change
- Understands the difference between governance and management issues

COMPETENCY THREE:

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
- Comfortable on public forum
- Experience with public speaking

COMPETENCY FOUR:

The board member shows initiative. 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
- Competent and experienced in using the Internet and email