



## 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
- Ensures one's emotions and passions do not hinder group relationships and outcomes and maintains objectivity
- Actions and contributions to board dialogue support consensus building
- Invites, seeks, values and uses feedback
- Identifies and manages 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:

- Identifies and utilizes key performance indicators in decision making
- Ability to make decisions that support the strategic vision
- Is flexible and willing to change stances when necessary or appropriate
- Promotes the association's mission and strategic goals in decision making

### **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:

- Able to think independently, grows in knowledge, and relies on data rather than opinions
- Ability to recognize wider business and societal changes that impact ENA and the profession
- Able to advance the future of the association by demonstrating critical thinking, asking questions and challenging opinions

### **COMPETENCY FOUR:** Professionalism

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

- Demonstrates a commitment to professional growth and development
- Exhibits integrity in personal and professional interactions and maintains confidentiality
- Demonstrates commitment to the purpose, vision and values of the organization
- Will act on and remain accountable for the board decisions
- Understands the importance of emotional intelligence and demonstrates key components for effective interactions

**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:

- Demonstrates the ability to make informed business decisions by ensuring strategies, budgets and business plans are compatible with the vision and strategy
- Prepares for board meetings in advance and contributes at all board meetings
- Articulates thoughts, opinions, rationales, and points in a clear, concise, and logical manner

**COMPETENCY SIX: Leadership Planning**

The board member demonstrates commitment to long term success of the association and contributes to the overall succession plan for the Board. This competency may be demonstrated by the following behaviors:

- Members seeking opportunities within ENA (committee work, board positions, etc.)
- Represents the board and ENA in a positive and professional manner to encourage involvement and participation
- Develops meaningful relationships with members and others in the emergency nursing profession