

ADDENDUM B

Universal Skill Sets for ADHA Leadership Roles

Leadership

- Possesses leadership skills that support ADHA's mission and purpose
- Demonstrates diplomacy in bringing opposing views to agreement
- Embraces and manages change
- Empowers and inspires others
- Prioritizes issues consistent with the strategic plan
- Is results oriented
- Understands general principles of not-for profit fiscal management
- Fosters an atmosphere of teamwork, creativity, collaboration and inclusivity among peers with different needs and interests
- Directs the Association's resources to achieve its goals and objectives
- Possesses the ability to guide the association into the future

Personal

- Demonstrates willingness to collaborate with professional staff on a regular basis
- Has personal/professional support from family and employer
- Maintains objectivity
- Demonstrates integrity
- Thinks strategically
- Is organized
- Is self-directed in lifelong learning to advance leadership development and effectiveness
- Is receptive to constructive feedback
- Has employment flexibility (recommended for all positions)

Interpersonal

- Possesses strong networking and relationship building skills
- Operates as a team player
- Demonstrates strong oral and written communication skills
- Respects diversity and promotes inclusiveness
- Mentors and motivates others