



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

2020 Elections Board of Directors Competencies

ASSP seeks to develop a Board of Directors that has a strategic combination of demonstrated knowledge skills & abilities, personal attributes, expertise and competencies that ensure that our Board, has a diversity of experiences, perspectives, information, connections, and skills to carry out the mission of the organization.

Each year, the Board of Directors, affirms or creates the ideal board profile, identifies the priorities to aid the Nominations & Elections committee in recruitment and evaluation of Board candidates.

Diversity & Inclusion

ASSP believes in diversity and values the benefits diversity brings to our activities at all levels, including the board of directors.

Having leaders who reflect diversity in gender, race, and ethnicity and who have different life experiences and cultural backgrounds contributes to more balanced board deliberations and better decision-making. Creating an inclusive culture that embraces differences also best positions ASSP to address evolving member needs and advance the OSH profession.

To support this commitment, we require the consideration of diverse candidates in administering our board election process.

Demonstrated Competencies

We seek to build a board that as a collective body, exercises essential competencies. To assist in creating those competencies, we need multiple board members who possess these desired competencies and can nurture those competencies within the board. We have identified the following:

1. **Board Governance:** A demonstrated understanding of the differences between oversight and supervision. Understands their role of overseeing the broader picture. Clearly and comfortably delegates work. Trusts people to perform. Empowers team members.
2. **Strategic Agility:** A demonstrated ability to think strategically and analytically and to effectively communicate thoughts and the reasons for them. Sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.
3. ***Business Acumen & Financial Management:** Knows how businesses work; knowledgeable in current and potential future OSH policies, practices, trends, and information affecting his/her business and organization; knows the competition; is aware of how strategies and tactics work in the marketplace. A demonstrated ability to analyze financial statements, including balance sheet and income/expense statements.



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4. **Decision Making Skills:** A demonstrated ability to use logic and reasoning to identify issues as well as the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems. Ability to make informed decisions efficiently and take action when needed. Thinks strategically, manages complexity and acts decisively.
5. **Conflict Management:** Initiates successful resolution of conflict with other. Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening. Ability to resolve conflict in a positive and timely manner. Maintains professionalism and emotional maturity when dealing with conflict.

*Business acumen & financial management should be a required competency for your deliberations for VP, Finance candidates.

Specialized

Skills

The Board has identified areas of specialized skills or experiences that are not required but would be helpful in advancing the ASSP Strategic plan. These areas are:

1. **Mergers & Acquisitions:** Experience in mergers & acquisitions.
2. **Corporate Background:** Currently serves or has served in a Senior level capacity (Director/VP or above) at a for profit corporation.

Competencies required of every board member/candidate

The Board has identified competencies required for each Board member. Candidates must be able to demonstrate these competencies or demonstrate the ability to develop these competencies.

1. **Member Value Focused:** Acts with members in mind. Is dedicated to providing value to members; gets first-hand member information and uses it for improvements in products and services; acts with members in mind; establishes and maintains effective relationships with members and gains their trust and respect.
2. **Organizational Agility:** Knows the ASSP Councils and committees and their scope. Curiosity about and understanding of the history, processes and procedures of our organization. Willingness to observe the bylaws and board-approved policies and procedures.
3. **Emotionally Intelligent:** An earned reputation for emotional maturity, personal integrity, and honesty. Knows personal strengths, weaknesses, opportunities, and limits; seeks feedback; gains insights from mistakes; is open to criticism.
4. **Collaborative:** Demonstrated ability and willingness to work effectively and collaboratively in a group.
5. **Demonstrated professionalism:**
 - Regularly participates in continuing skill and knowledge development.
 - Demonstrates a high level of personal and professional integrity, trustworthiness, ethics and values.
 - Displays flexibility and open-mindedness.
 - Demonstrates professional and appropriate conduct in public.
6. **Commitment to ASSP:**

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- Demonstrates a commitment to ASSP through a history of participation in leadership roles and ASSP Foundation contributions.
- Display's willingness and ability to commit the necessary time to fulfill ASSP leadership responsibilities effectively.
- Understands and is willing to support decisions and policies made by the ASSP Board.
- Willingness to speak positively and supportively, in any venue, about ASSP and its initiatives, positions and policies.

Thank you for your efforts in supporting this critical component of the ASSP governance structure.

ASSP Board of Directors