



# Leadership Ladder

## Recommended Steps for Success



## Roles for Each Phase to Guide You to a National Officer and Beyond

Role 1: Committee Member		Role 2: Committee Chair	
<p>A person in this role will build leadership capacity if they welcome opportunities to broaden their horizons as they carry out the projects and directives delegated to them. Setting a solid foundation at this level is essential to climbing the leadership ladder.</p>		<p>A person in this role must rally their troops, must align with and communicate the directions established by executive leadership and be able to build a shared understanding of the tasks and projects to be accomplished with the members of their team. Building on your solid foundation at this level is essential to climbing the leadership ladder. You need insights to determine if you want to keep rising.</p>	
Builds consensus	Demonstrates character	Inspires others	Demonstrates character
Reasons critically	Thinks logically	Reasons critically	Thinks logically
Communicates clearly	Displays commitment	Leads decisively	Builds reputation
Overcomes adversity	Possesses capacity	Demonstrates passion	Inspires innovation
Maintains accountability	Promotes teamwork	Overcomes adversity	Displays commitment
		Focuses on results	Possesses capacity
		Manages stress	Promotes teamwork

## Role 3: National Board Member

A person in this role serves as a driver of the organization. Executives prepare and execute the strategic plan that guides the direction of the organization or their area of responsibility. They exercise leadership among their peers. They manage not just one team but several teams. They define and set ambitious goals, identify opportunities and launch initiatives to turn them into a reality. They are the external outward-facing representative of the interests of the organization and must further the interests of the different stakeholders within the organization.

Initiates independently	Demonstrates passion	Possesses capacity
Drives achievement	Seeks innovation	Promotes teamwork
Inspires others	Focuses on results	Fosters and adapts to change
Leads decisively	Possesses experience and expertise	Considers big picture
Sustains financial stability	Demonstrates strategic thinking	Leads with vision
	Displays commitment	

## National Board Positions Preferred Qualifications

### President/President-Elect

- Must have served on the Association's Executive Board.
- Attended three or more Annual Sessions.
- Should have served as Affiliate President and one term on the national board or two terms on national board prior to applying for the President Elect position.

### Vice President for Member Resources

- Attended one or more Annual Sessions.
- Served as State/Territory Affiliate Officer or State/Territory Affiliate Committee Chair, or served on a National Committee at least two years.

### Vice President for Public Affairs

- Attended one or more Annual Sessions.
- Served as State/Territory Affiliate Officer or State/Territory Affiliate Committee Chair, or served on a National Committee at least two years.
- Attended a National or State Public Issues or Public Policy Conference.

### Vice President for Awards & Recognition

- Attended one or more Annual Sessions.
- Served on a National Awards and Recognition Committee for at least two years, or served as a National Board Member, or served as State/Territory Affiliate Awards chair/contact.

### Vice President for Professional Development

- Attended one or more Annual Sessions.
- Served as State/Territory Affiliate Officer or State/Territory Affiliate Committee Chair, or served on a National Committee at least two years.

### Treasurer

- Attended one or more Annual Sessions.
- Served as State/Territory Affiliate Officer or State/Territory Affiliate Committee Chair, or served on a National Committee at least two years.
- Served as Treasurer of a professional organization or has appropriate educational background and training in both finance and investment management.

### Regional Director

- Attended one or more Annual Sessions.
- Served as a State/Territory Affiliate Officer or State/Territory Affiliate Committee Chair, or served on a National Committee or similar service in another professional organization.

### Secretary

- Attended one or more Annual Sessions.
- Served as State/Territory Affiliate Officer or State/Territory Affiliate Committee Chair or served on a National Committee at least two years.