Electric Cooperative Employee Competencies

NRECA
America's Electric Cooperatives

	Core Competencies				Role-Specific Competencies										Supervision, Management and Leadership Competencies																	
	Business Acumen	Personal Effectiveness	Interactions with Others	Problem-Solving	Administrative	Human Resources	Finance and Accounting	Legal/Risk and Compliance	Office Automation/IT	Communication and Relationship Management	Supply Chain Management and Procurement	Safety/Loss Control	Operations IT	Distribution Engineering	Board Focus	Vision and Strategic Orientation	Organizational Design	Lead Change and Manage Risk	Industry Influence	Community Engagement	Member Focus	Process Management	Program/Project Management	Results Driven	Analytical Thinking and Decision Making	Innovation	Interpersonal Communication Skills	Influences Others	Employee Development & Performance	Relationship and Team Building	Diversity and Inclusion	Commitment to Co-op Values	Integrity and Courage
Communications, Marketing & Member Services																																
487.2 Managing Your Electric Cooperatives Key Accounts										●																						
489.1 Advanced Key Account Management										●																						
Certified Key Accounts Executive (CKAE)										●																						
New Co-op Communicator Orientation										●																						
Certified Coop Communicator Exam (CCC)										●																						
CONNECT										●																						
Administration, Benefits, Finance & Human Resources																																
Basic Benefits Training Course						●																										
Cooperative Financial Professional Certificate (CFPC)							●								●	●		●						●			●	●				●	
INTERACT Conference					●	●																										
PowerUp Conference					●					●																						
Tax, Finance, and Accounting Conference for Cooperatives (TFACC)							●																									
TFACC Midyear Update (online)							●																									
General Electric Co-op Industry																																
Annual Meeting and Expo	***Check event session descriptions to see which competencies are addressed.**																															
Cooperative Career Essentials Program	●	●	●	●																												
Regional Meetings	***Check event session descriptions to see which competencies are addressed.**																															
New CEO Orientation															***Check event session descriptions to see which competencies are addressed.**																	
New CFO Orientation															***Check event session descriptions to see which competencies are addressed.**																	
Orientation for New Co-op Employees and Directors (online)	●																															
Leadership, Management & Supervision																																
CEO Close Up Conference															***Check event session descriptions to see which competencies are addressed.**																	
Cooperative University	***Check event session descriptions to see which competencies are addressed.**																															
Gettysburg Leadership Experience																●	●	●						●	●		●	●		●			●
Management Internship Program (MIP)						●	●			●		●			●	●	●		●	●	●	●		●	●	●	●	●	●	●	●	●	●
MIP Select (2-week intensive program)						●	●			●		●			●	●	●				●	●		●	●	●	●	●	●	●	●	●	●
Next Generation Leaders Experience															***Check event session descriptions to see which competencies are addressed.**																	
Supervisor and Manager Development Program																●	●	●		●	●	●		●	●	●	●	●	●	●	●	●	●
Master Class in Strategy Execution (Touchstone Energy®)																●	●	●	●	●	●	●	●	●	●	●	●	●	●	●			

Electric Cooperative Employee Competencies

NRECA
America's Electric Cooperatives

	Core Competencies				Role-Specific Competencies										Supervision, Management and Leadership Competencies																	
	Business Acumen	Personal Effectiveness	Interactions with Others	Problem-Solving	Administrative	Human Resources	Finance and Accounting	Legal/Risk and Compliance	Office Automation/IT	Communication and Relationship Management	Supply Chain Management and Procurement	Safety/Loss Control	Operations IT	Distribution Engineering	Board Focus	Vision and Strategic Orientation	Organizational Design	Lead Change and Manage Risk	Industry Influence	Community Engagement	Member Focus	Process Management	Program/Project Management	Results Driven	Analytical Thinking and Decision Making	Innovation	Interpersonal Communication Skills	Influences Others	Employee Development & Performance	Relationship and Team Building	Diversity and Inclusion	Commitment to Co-op Values	Integrity and Courage
Legislative, Regulatory & Legal																																
Legal Seminar								●																								
Legislative Conference								●																								
G&T Legal Seminar								●																								
Safety & Loss Control																																
Safety Leadership Summit												●			*Check event session descriptions to see which competencies are addressed.*																	
Certified Loss Control Professional												●											●				●	●		●			●
Technology (Includes DER, Engineering, Operations and Power Supply)																																
NET Conference (Touchstone Energy®)	*Check event session descriptions to see which competencies are addressed.*																															
TechAdvantage Conference & Expo											●		●	●																		
Electricity Basics (online)	●																															
Energy Providers Coalition for Education (EPCE) Online Courses														●																		
781.2 Enhancing IT Effectiveness													●																			
Introduction to Distributed Engineering														●																		