Electric Cooperative	Core	Com	pete	ncies			Ro	ole-S	pecif	ic Con	npete	encie	S							Sup	ervis	ion,	Mana	agemei	nt an	d Lead	dersh	nip Cor	npet	encie	S				
-		suess				s			n/IT	and			- -				gic	sign		a)			nent			ig cing		Skills			Tean		usior	do-0	rage
Employee Competencies	men	ctive	with	ving	ve	urce		pı	natio	ion	1 _ 4	t and	Contr	_			rate	al De	and	nence		sn	agen	ject t	Ę	inkin		lon S	thers	t &	and		luc	t to C	Cou
	S Acu	I Effe	ions	l-Sol	trati	Reso	andiing	sk ar nce	uton	nicat	Chair	men	oss (J suc	tion	ocus	nd St tion	ation	ange Risk	Infl	nity	r Foc	Man	/Prc men	Drive	al Th ision	uo	sona	es O	men	ance		/ anc	men	, and
NRECA America's Electric Cooperatives	Business Acumen	Personal Effectiveness	Interactions with Others	Problem-Solving	Administrative	Human Resources	Finance and Accounting	Legal/Risk and Compliance	Office Automation/IT	Communication a Relationship	Supply Chain	Management 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	Influences Others	Employee Developm	Performance Relationship and Team	Building	Diversity and Inclusion	Commitment to Co-op Values	Integrity and Courage
Communications, Marketing & Member Service	es																																		
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	*Che	ck eve	ent se	ssion	desc	riptio	ns to	see	whic	h com	peten	cies	are a	addre	essec	ssed.																			
Cooperative Career Essentials Program	•	•	•	•																															
Regional Meetings	*Che	ck eve	ent se	ssion	desc	riptio	ns to	see	whic	h com	peten	cies	are a	addre	essec	1.																			
New CEO Orientation																*Che	ck eve	nt se	ssion	desci	riptio	ns to	see v	vhich c	omp	etencie	es are	addre	essed	<u>. </u>					
New CFO Orientation																*Che	ck eve	nt se	ssion	desci	riptio	ns to	see v	vhich c	omp	etencie	es are	addre	essed	l					
Orientation for New Co-op Employees and Directors (online)	•																																		
Leadership, Management & Supervision																																			
CEO Close Up Conference																*Che	ck eve	nt se	ssion	desci	riptio	ns to	see v	vhich c	отр	etencie	es are	addre	essed	ļ.					
Cooperative University	*Che	ck eve	ent se	ssion	desc	riptio	ns to	see	whic	h com	peten	cies	are a	addre	essec	1.																			
Gettysburg Leadership Experience																	•	•	•						•	•		•	•		•				•
Management Internship Program (MIP)						•	•			•			•			•	•	•		•	•	•	•		•	•	•	•	•	•	•	,	•	•	•
MIP Select (2-week intensive program)						•	•			•			•			•	•	•				•	•		•	•	•	•	•	•	•		•	•	•
Next Generation Leaders Experience																*Che	ck eve	nt se	ssion (desci	riptio	ns to	see v	vhich c	отр	etencie	es are	addre	essed						
Supervisor and Manager Development Program																	•	•	•		•	•	•		•	•	•	•	•	•	•		•	•	•
Master Class in Strategy Execution (Touchstone Energy®)																	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•				

Electric Cooperative	Cor	Core Competencies Role-Specific Competencies												Supervision, Management and Leadership Competencies																				
Employee Competencies	Acumen	Effectiveness	ons with	Solving	rative	Human Resources	nnd ng	k and ice	tomation/IT	ication and hip	nent nain	Wanagement and Procurement Safety/Loss Control	ns IT	ion	sno	Vision and Strategic Orientation	tional Design	ead Change and Aanage Risk	Influence	ity	Focus	Process Management	/Project nent	riven	l Thinking sion Making	Ē	onal ication Skills	s Others	0 41		hip and Team	and Inclusion	nent to Co-op	and Courage
NRECA America's Electric Cooperatives	Business	Personal	Interactions Others	Problem-Solving	Administrative	Human R	Finance and Accounting	Legal/Risk and Compliance	Office Au	Commun Relations	Supply C	Procuren Safety/Lo	Operations IT	Distribution	Board Focus	Vision an Orientati	Organizational	Lead Change Manage Risk	Industry Influen	Community	Member Focus	Process N	Program/Project Management	Results Driven	Analytical Thi and Decision I	Innovation	Interpersonal	Influence	Employee	Developi	Relationship and Building	Diversity	Commitment Values	Integrity
Legislative, Regulatory & Legal																																		
Legal Seminar								•																										
Legislative Conference								•																										
G&T Legal Seminar								•																										
Safety & Loss Control																																		
Safety Leadership Summit												•			*Ch	eck eve	ent s	ession	desci	riptio	ns to	see v	vhich (comp	etenci	es ar	e addı	esse	d.					
Certified Loss Control Professional												•											•				•	•			•			•
Technology (Includes DER, Engineering, Operat	ions a	and Po	wer S	upply	/)																													
NET Conference (Touchstone Energy®)	*Che	ck eve	ent ses	sion	desci	riptio	ns to	see I	whic	comp	oeten	icies ar	e ado	resse	d.																			
TechAdvantage Conference & Expo												•	•	•																				
Electricity Basics (online)	•																																	
Energy Providers Coalition for Education (EPCE) Online														•																				
Courses 781.2 Enhancing IT Effectiveness													•																					
Introduction to Distributed Engineering										<u> </u>				•																				