

DIRECTOR COMPETENCIES

<p>Governance Structures and Practices Understands and supports the infrastructure of governance operations.</p>	<p>Protocol and Practices Engages in activities that support the board in determining its own priorities and information needs, and assists the board in focusing on strategy (and associated risks).</p>
	<p>Policy Development Establishes policies that provides guidance and sets expectations for performance.</p>
	<p>Board Accountability Monitors board performance and takes responsibility for results.</p>
	<p>Board/Manager Relationship Builds a civil, constructive, mutually respectful relationship with the CEO.</p>
<p>Vision and Strategic Oversight Effectively executes its oversight responsibilities.</p>	<p>Analytical Thinking and Decision Making Thinks systematically, conceptually, and analytically to determine effective solutions.</p>
	<p>Strategic Planning Engages in strategic planning that contributes to the direction, core values and goals of the cooperative.</p>
	<p>Risk Management and Oversight Forecasts and evaluates a variety risks and identifies strategies to avoid or mitigate their impact.</p>
	<p>Financial Oversight Demonstrates an appropriate level of financial knowledge and understanding and can interpret financial reports and statements, and monitor corrective action to ensure financial goals.</p>
<p>Cooperative Outlook Demonstrates the principles of the cooperative business model.</p>	<p>Industry Principles and Concepts Knows the basic jargon and concepts of the energy industry.</p>
	<p>Cooperative Principles and Practices Demonstrates an appreciation of the cooperative business model and a commitment to cooperative values.</p>
	<p>Community Engagement and Communication Places the cooperative in a collaborative position for maintaining and growing healthy communities.</p>
<p>Personal Effectiveness Respectfully interacts with different individuals and groups.</p>	<p>Interpersonal Communications Listens, relates and expresses oneself in a manner that is effective while supporting mutual understanding.</p>
	<p>Self- Awareness /Continual Learning Demonstrates an ongoing commitment to learning and self-improvement.</p>
	<p>Flexibility Remains open to new ideas, information, and approaches.</p>
	<p>Builds Relationships and Influences Others Creates and fosters constructive working relationships; Persuades others towards an outcome consistent with the organization's goals.</p>
	<p>Negotiation and Conflict Resolution Manages and resolves conflicts and disagreements in a constructive manner.</p>
	<p>Diversity and Inclusion Leverages the talents of each person and promotes cultural awareness among board members.</p>
	<p>Integrity and Courage Makes decisions and acts consistently with values, professional standards, and the broader interests of the cooperative.</p>