

DIRECTOR COMPETENCIES

Governance Structures and Practices

Understands and supports the infrastructure of governance operations.

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).

Policy Development

Establishes policies that provides guidance and sets expectations for performance.

Board Accountability

Monitors board performance and takes responsibility for results.

Board/Manager Relationship

Builds a civil, constructive, mutually respectful relationship with the CEO.

Vision and Strategic Oversight

Effectively executes its oversight responsibilities.

Analytical Thinking and Decision Making

Thinks systematically, conceptually, and analytically to determine effective solutions.

Strategic Planning

Engages in strategic planning that contributes to the direction, core values and goals of the cooperative.

Risk Management and Oversight

Forecasts and evaluates a variety risks and identifies strategies to avoid or mitigate their impact.

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.

Cooperative Outlook

Demonstrates the principles of the cooperative business model.

Industry Principles and Concepts

Knows the basic jargon and concepts of the energy industry.

Cooperative Principles and Practices

Demonstrates an appreciation of the cooperative business model and a commitment to cooperative values.

Community Engagement and Communication

Places the cooperative in a collaborative position for maintaining and growing healthy communities.

Personal Effectiveness

Respectfully interacts with different individuals and groups.

Interpersonal Communications

Listens, relates and expresses oneself in a manner that is effective while supporting mutual understanding.

Self-Awareness /Continual Learning

Demonstrates an ongoing commitment to learning and self-improvement.

Flexibility

Remains open to new ideas, information, and approaches.

Builds Relationships and Influences Others

Creates and fosters constructive working relationships; Persuades others towards an outcome consistent with the organization's goals.

Negotiation and Conflict Resolution

Manages and resolves conflicts and disagreements in a constructive manner.

Respect and Appreciation of Differences

Leverages the unique talents of each person and promotes respect of individual differences among board members.

Integrity and Courage

Makes decisions and acts consistently with values, professional standards, and the broader interests of the cooperative.