



Ideal Characteristics for Volunteer Leadership

IDSA is committed to integrating principles of inclusion, diversity, access and equity (IDA&E) throughout its governance processes. The Leadership Development Committee has created a model representing the desired skills, experiences and behaviors of volunteers serving in various roles. Committee member characteristics are a prerequisite for the leadership track, both of which are prerequisites for the Presidential track. We aim to provide transparency, clarity and insight into the selection process, understanding that not all attributes are measurable. IDSA encourages applications from members of all backgrounds.

Committee Track (Committee Members)

- **Ability to Solve Problems Collaboratively:** Contributes to group decision making by sharing and encouraging various perspectives, balancing analysis and experience.
- **Ability to Demonstrate Accountability:** Engages and contributes during meetings and follows through on commitments in a timely manner.
- **Ability to Communicate Effectively:** Is able to effectively transmit thoughts and concepts in a variety of settings: one-on-one, group and with diverse audiences.
- **Ability to Establish Credibility:** Gains the trust and respect of colleagues and staff and embodies principles of inclusion, diversity, access and equity.

Leadership Track (Committee Chairs, Directors, select Officers)

- **Ability to Think Innovatively:** Generates and encourages new ideas and develops tangible strategies to implement new initiatives.
- **Ability to Exhibit Sound Decision Making:** Remains objective in analyzing complex and ambiguous situations.
- **Ability to Manage Group Dynamics and Discussions Effectively:** Maintains an open, collegial atmosphere while keeping group discussions focused.
- **Ability to Effectively Appropriate Resources:** Balances appropriate use of financial and staff resources.

Presidential Track (Vice President, President-Elect, President, Immediate Past President)

- **Ability to Display Leadership Presence:** Projects calm, confidence and poise under a variety of circumstances.
- **Ability to Think Strategically:** Anticipates future trends and can translate vision into clear and obtainable strategies.
- **Ability to Lead and Manage Change Thoughtfully:** Influences others and builds coalitions to support key initiatives.