

## Developing a Leadership Profile

As an organization grows and matures, the skills needed to lead the organization may be different from those needed in a prior stage of development. The information from your context mapping exercise, the organizational assessment, and the existing ED job description will enable you to develop a new ED leadership profile.

To get you started you might want the Leadership Transition Committee to engage in a brainstorming activity that begins with thinking about the leadership and management skills and attributes needed in the new ED.

Here is a list of some of the skills and attributes identified by the Leadership Transition Committees we have worked with in the past:

- active listener
- alliance building
- analytical thinker
- builds trust
- change management skills
- coaching others
- collaborative
- communications skills
- conflict management skills
- continual learner
- constituent-focused
- able to delegate
- develops others
- emotionally intelligent
- empowers others
- entrepreneurial
- ethical
- exercises self-control/restraint
- focused
- facilitator
- field experience
- financial management skills
- flexible
- fundraising skills
- interpersonal skills
- manages performance
- manages risk
- motivator
- negotiator
- organizing experience
- public speaking skills
- politically savvy
- problem solver
- self confident
- strategic thinker
- subject matter expert
- systems thinker
- tech savvy
- values diversity
- visionary

Once you have done some brainstorming, you can proceed to develop a leadership profile that articulates the principal skill sets, knowledge, and attributes needed in the new leader, keeping in mind the organization's stage of development and the trends and conditions facing the field or sector.