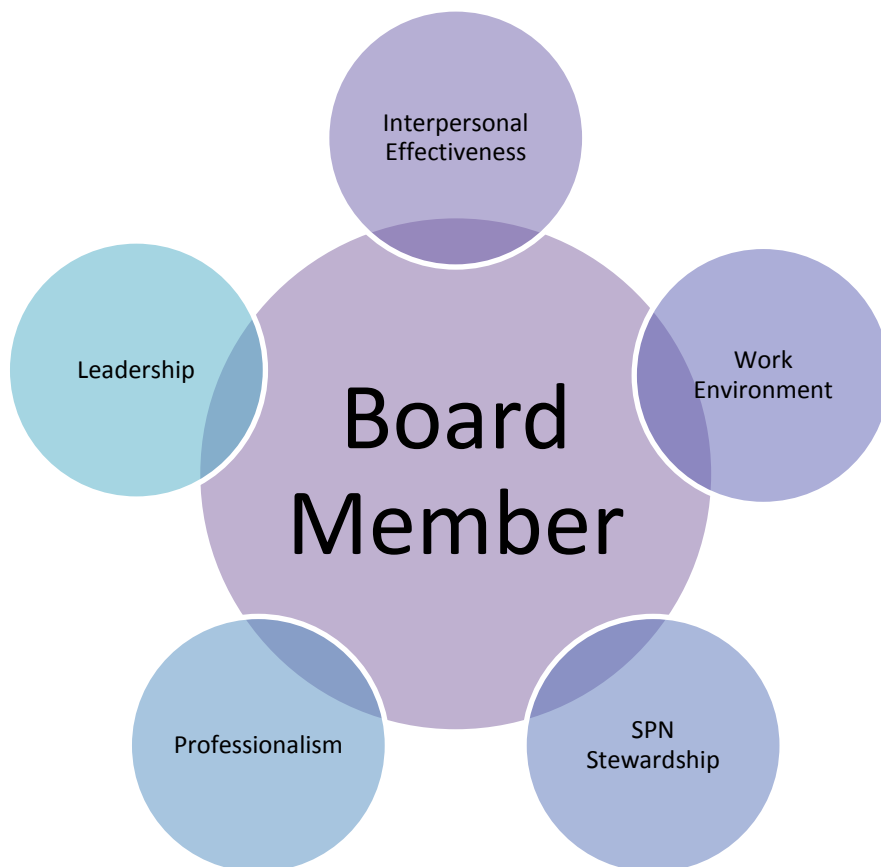


SPN Leadership Competencies

The Nominating Committee is tasked with creating a Board of Directors that consists of diverse talents. Although, not all candidates will excel or have specific experience in each competency, our commitment is to find the right candidates to ensure the full spectrum of competencies are represented on the board.

While considering running for a leadership position, focus on the strengths you have within these competencies and what diverse experience you can bring to the board. Also, expect that serving in a leadership position with SPN will provide you the opportunity to develop competency in all of the areas listed.



Communication/Interpersonal Effectiveness

Characteristic	Description
Diversity	Fosters open, candid and constructive debate and diversity of opinion.
Relationship management	Works effectively with people. Fosters team work. Follows through on issues and concerns.
Effective communication	Expresses views clearly, concisely and in a timely manner. Makes impact with presentations. Produces written materials that address pediatric health care issues and organizational issues.
Influencing Behaviors	Communicates a shared vision. Addresses and resolves conflict.
Shared decision making	Involves people in plans and decisions. Creates an environment that fosters decision making.
Networking	Develops collaborative working relationships. Networks outside of individuals' organization.

Professionalism

Characteristic	Description
Licensure	Provides proof of current State of License and type (RN, NP etc.).
Professional Organizations (include offices held and years)	Provides evidence of SPN Membership and all SPN volunteer activities: <ul style="list-style-type: none"> • Dates of membership – include all gap • Volunteer activities participated in for SPN (include author, review, JPN submissions, committees, task forces, etc...) Provides evidence of active participation in other professional memberships (ex. STTI, AACN, etc.).
Certifications	Provides evidence of active professional certifications, such as: CPN, APRN, CNE, or other.

Pediatric/Nursing Work Environment

Characteristic	Description
Knowledge of diverse pediatric settings	Recognizes the pediatric health care environment across the continuum of settings, including: ambulatory care, hospital care, primary care, rehabilitative services, case management, public policy, school and community health services.
Current Expertise in pediatric nursing	Critically evaluate pediatric nurses needs from diverse settings to improve care for children and their families.
Innovation to promote professional growth.	Thinks creatively with other pediatric specialty organizations to develop and share resources and innovations in education, research and practice.

SPN Experience/Stewardship

Characteristic	Description
Commitment to the growth of SPN	<p>Demonstrates membership in SPN for minimum of three years.</p> <p>Articulates knowledge of SPN’s vision and policies, prior to serving at a Board level.</p> <p>Experiences serving on an SPN National Committee or Task Force, or serving as a board member or committee member in a local SPN chapter.</p>
Governance	<p>Financial experience managing funds and resources related to an SPN project or work-related project.</p> <p>Experience preparing policies and/or procedures for use by nonprofit organization or within a work setting.</p>

Leadership

Characteristic	Description
Trustworthiness	<p>Inspires trust and confidence among the leaders and motivates others to take constructive action.</p> <p>Decisions are made on behalf of the society and its members.</p>
Professionalism	Invites, seeks, values and uses feedback, even if it is difficult to hear.
Commitment	Is committed to and enthusiastic for the mission, goals and strategic plan of the Society. Follows through until completion on SPN Board of Director role assignments and professional commitments.
Visionary	<p>Communicates vision for SPN with clarity and positivity.</p> <p>Clearly articulates own point of view and is open to having it challenged by others.</p>
Open-mindedness	Is fair and remains objective; receptive to new ideas; active listener.
Presence	Possesses a strong presence in front of others and has the ability to speak in public.