



## INDIVIDUAL LEADERSHIP PROFILE

### ABOUT THE NOMINATING COMMITTEE (NC)

The NC of the AHA identifies and develops current and future candidates for service on the Executive Committee. The NC provides information to the voting delegates and attendees at Convention so the membership can learn about you as an individual, your goals, and your ideas and vision for the Association.

All candidates who are open to serving in an AHA leadership role will be asked to submit a completed Leadership Profile and all supporting materials to the Nominating Committee by August 1<sup>st</sup>.

### Part 1 – Tell us how to find you.

- Name \_\_\_\_\_
- Telephone \_\_\_\_\_
- E-mail \_\_\_\_\_
- Address \_\_\_\_\_

### Part 2 – Officer positions

Please indicate the office for which you are seeking nomination:

\_\_\_\_\_ President (2 year term)                      \_\_\_\_\_ Secretary (2 year term)  
\_\_\_\_\_ Vice President (2 year term)                      \_\_\_\_\_ Treasurer (2 year term)

### Part 3 – Tell us about yourself.

Please include a current resume, CV, or bio with your completed Leadership Profile – the goal is for the AHA delegates to learn as much about your accomplishments, skills, and talents as they can, regardless of the format. Be sure to include:

- Your professional experience(s) and associations, special training or certification(s), and degree(s) earned,
- Your volunteer/community/civic or public service organization involvement(s),
- Your Arabian Horse Association experience (past and present)
- Your interests and passions – tell us a little bit about what you love to do

#### **Part 4 – Tell us about your vision.**

We want to learn more about your ideas and wishes for the Arabian Horse Association. Please respond to the questions listed below for the office you are seeking. The medium is up to you: write an essay or letter, create a PowerPoint presentation, and make a video...whatever you can imagine. We aren't focused on the format of the presentation, but on the content behind it – our goal is to better understand your communication style, leadership style, strengths and talents, and vision for the Association. (Note: We must be able to receive your submission via e-mail and should be able to review it in 5-10 minutes.)

##### **PRESIDENT**

1. What steps would you take to ensure the membership of the organizations continues to grow and how would you see development of a marketing communication plan that promotes all AHA products and services?
2. As strategic plans are rolling documents guiding the organization, describe a methodology you have used to prioritize the goals of the organization.

##### **VICE PRESIDENT**

1. Provide a strategy you would utilize to review AHA bylaw and rule changing processes to improve the proposal, impact review and approval of proposed rule changes.
2. Imagine you have been invited to attend AHA's next Executive Committee meeting. They are re-evaluating the Association's strategic priorities and would like your input. How would you prepare for the discussion in order to enhance the conversation at the meeting? What do you think the Association's strategic priorities should be? How should we achieve them?

##### **SECRETARY**

1. Provide an example of how you would assist AHA leadership in this specific role while understanding the critical nature of the minutes of the organization.
2. Describe a time when you effectively integrated some combination of financial, company or organization position/goals and industry data and other indicators into a strategic plan or initiative.

##### **TREASURER**

1. Using any example, demonstrate how you have worked with a multi-year budget with a focus to increase revenue generation and profit margin.
2. How would you envision increasing total organization revenue by 5% in two fiscal years?

## Part 5 – Demonstrated Competencies

While no leader can perform at the leading/expert proficiency level for all competencies, this scale helps gauge where you may be performing at a particular point in time – and how you can further develop. For leadership-level roles, candidates should be at or above in an “apply” proficiency level for most competencies.

Please self-evaluate your proficiency level by each competency listed below using the following scale

1- Aware; 2 – Supply; 3 – Apply; 4 – Guide; 5 – Lead

Select at least two of your strongest competencies and provide further information. Please limit your examples to 300 words and utilize examples from AHA experience as well as your professional and other volunteer experiences. Complete as many competency forms as you would like.

Executive Committee Competencies:

<input type="checkbox"/> Business Acumen	<input type="checkbox"/> Inspiring and Motivating Others
<input type="checkbox"/> Collaboration	<input type="checkbox"/> Integrity and Ethics
<input type="checkbox"/> Developing Others	<input type="checkbox"/> Results Orientation
<input type="checkbox"/> Innovation	<input type="checkbox"/> Stakeholder Management
	<input type="checkbox"/> Strategic Visioning

President Competencies:

<input type="checkbox"/> Ambassadorship	<input type="checkbox"/> Diplomacy
<input type="checkbox"/> Communication	<input type="checkbox"/> Influence and Persuasion
<input type="checkbox"/> Conflict Management	<input type="checkbox"/> Prioritizing
<input type="checkbox"/> Decision-Making	<input type="checkbox"/> Team Development
<input type="checkbox"/> Delegating	

*Thank you for your support of the Arabian Horse Association. Please submit your Leadership Profile and all supporting materials to [Courtney.mclees@arabianhorses.org](mailto:Courtney.mclees@arabianhorses.org) by August 1.*