



CEO Leadership Model

Future Focus Thinking and Partnering Beyond the Walls	Relationship Development Cultivating Connections and Building Public Trust	Business Results Raising and Managing the Money	Capability & Impact Setting Direction and Finding/Developing Talent	Personal Effectiveness Demonstrating Critical Traits
<p>Strategic Thinking</p> <ul style="list-style-type: none"> Seeks new ways of partnering Thinks creatively to add new value to the community Anticipates potential partnerships to create impact 	<p>Board Effectiveness</p> <ul style="list-style-type: none"> Works as a partner and collaborator Actively demonstrates appreciation for board contributions Translates growth objectives into real impact on children Builds, maintains an effective board 	<p>Outcome Focused</p> <ul style="list-style-type: none"> Effectively manages growth and long-term sustainability Grows fundraising capacity in tandem with expansion Strives to meet donor expectations for outcome evidence 	<p>Compelling Vision</p> <ul style="list-style-type: none"> Creates/shares vision for making a difference for youth and the community Develops organizational support for the direction and priorities of the Movement Inspires others to higher levels of aspiration and performance 	<p>Passionate Communication</p> <ul style="list-style-type: none"> Tells compelling story of how the Club impacts members, tailored to audience's needs/interests Integrates the Movement's core values and beliefs into organization culture Demonstrates passion for the Movement and mission
<p>Partnering Astuteness</p> <ul style="list-style-type: none"> Manages complex sets of partnerships and relationships effectively Shows confidence/excitement in knitting together diverse interests Demonstrates diplomacy in dealing with multiple "bosses" and stakeholders 	<p>Community Engagement</p> <ul style="list-style-type: none"> Articulates the Movement's mission to the community and shows how it comes alive in key impact areas Continually finds new ways to engage the community Builds credibility and respect with diverse sets of people 	<p>Funding Savvy</p> <ul style="list-style-type: none"> Creates effective strategies to deal with competition from other non-profits Strategically manages complex grant processes Acts proactively to secure a funding sources Finds non-traditional ways of generating revenue 	<p>Strong Leadership Teams</p> <ul style="list-style-type: none"> Surrounds self with complementary strengths to offset personal shortcomings Effectively delegates to achieve organization goals Uses involvement, participation, collaboration as appropriate to make decisions 	<p>Tenacity and Persistence</p> <ul style="list-style-type: none"> Demonstrates a sense of urgency based on understanding of needs Finds a way to get things done despite setbacks Demonstrates desire and willingness to learn from experiences Accepts/embraces change
<p>Diverse Perspective</p> <ul style="list-style-type: none"> Builds an inclusive environment that celebrates diversity Demonstrates ability to leverage individual and cultural diversity Actively promotes ways to develop youth into engaged, caring citizens of their community and the world 	<p>Image Building</p> <ul style="list-style-type: none"> Expresses genuine enthusiasm for the core beliefs of the Movement Builds a strong reputation based on quality, safety and consistency of programs Generates goodwill with stakeholders through actions that engender trust 	<p>Execution / Accountability</p> <ul style="list-style-type: none"> Translates strategies into plans for effective execution Implements key impact elements for effective youth development Establishes accountabilities and metric systems Uses systems and processes to ensure effectiveness, efficiency 	<p>Ensuring High Performance</p> <ul style="list-style-type: none"> Consistently recruits talented people Consistently retains talented people Routinely assesses staffing requirements based on organizational needs Shapes culture and reward system to energize talent in support of the mission 	<p>Character</p> <ul style="list-style-type: none"> Has high moral values and integrity Acts as a role model Puts interests of the organization above all else Maintains energy and commitment over time