

CASA Board of Directors Competencies

CASA wishes to develop a Board of Directors that has a strategic combination of demonstrated knowledge skills & abilities, personal attributes, expertise and competencies with a diversity of experiences, perspectives, information, and connections to carry out the mission of the organization.

Each year, the Governance & HR Board Committee, affirms or creates the ideal board profile, identifies the priorities to aid the Nominations Committee in recruitment and evaluation of Board candidates.

Diversity & Inclusion

CASA believes in diversity and values the benefits diversity brings to our activities at all levels, including the Board of Directors.

Having leaders who reflect diversity in life experiences and cultural backgrounds contributes to more balanced Board deliberations and better decision-making. Creating an inclusive culture that embraces differences also best positions CASA to address evolving member needs.

Demonstrated Competencies

To assist in creating Board competencies, CASA is seeking Board Directors who possess these desired competencies and can nurture those competencies within the Board. We have identified the following competencies for successful operations:

1. **Board Governance:** A demonstrated understanding of the differences between strategic oversight and operational supervision. Understands their role of overseeing the broader picture. Clearly and comfortably delegates work and authority. Empowers team members to take action.
2. **Strategic Agility:** A demonstrated ability to think strategically and to effectively communicate thoughts and the reasons for them. Visionary and can anticipate future consequences and trends accurately based on current knowledge. Board Directors have broad knowledge and perspective and can articulate realistic visions for future CASA operations. The Board Director can create competitive and breakthrough strategies and plans.
3. ***Business Acumen & Financial Management:** Knows how businesses work and is knowledgeable in current and potential future trends that may affect the organization. Understands the concept of competition and can identify strategies and tactics that work in the marketplace. A demonstrated ability to analyze financial statements, including balance sheet and income/expense statements.
4. **Decision Making Skills:** A demonstrated ability to use logic and reasoning to identify issues as well as the strengths and weaknesses of alternative solutions. Ability to listen and make informed decisions to initiate action when needed. Thinks strategically, manages complexity and acts decisively.
5. **Team Conflict Management:** Initiates successful resolution of conflict with other individuals. Identifies conflicts as an opportunity and responds to situations quickly. Demonstrated listening skills. Ability to resolve conflict in a positive and timely manner. Maintains professionalism and emotional maturity when dealing with conflict.

**Business acumen & financial management should be a required competency for candidates.*

Specialized

The Board has identified areas of specialized skills or experiences that are not required but would be helpful in advancing the CASA Strategic plan. These areas are:

- 1. Initiating and Maintaining Partnerships:** Experience working with non-profit organizations with multiple stakeholders.
- 2. Corporate Background:** Currently serves or has served in a Senior level capacity (Director/VP or above) at a for-profit corporation.

Competencies required of every board member/candidate

The Board Committee for Governance & HR has identified competencies required for each Board Director. Candidates must be able to demonstrate these competencies or demonstrate the ability to develop these competencies.

- 1. Member Value Focused:** Acts with members interests as a priority in mind. Is dedicated to providing member value and uses member relationships to inspire improvements in products and services. As a leader, establishes and maintains effective relationships with members and gains their trust and respect.
- 2. Organizational Agility:** Knows the CASA organizational design and the scope of responsibilities for each business element. Curiosity about and understanding of the history, processes and procedures of our organization. Willingness to observe the bylaws and board-approved policies and procedures.
- 3. Emotionally Intelligent:** Has developed a reputation for emotional maturity, personal integrity, and honesty. Self identifies personal strengths, weaknesses, and personal growth opportunities while seeking feedback and learning from mistakes. Constructive criticism is welcome.
- 4. Collaborative:** Demonstrated ability and willingness to work effectively and collaboratively in a group. Understands the concepts of team dynamics for success.
- 5. Demonstrated professionalism:** Regularly participates in continuing skill and knowledge development. Demonstrates a high level of personal and professional integrity, trustworthiness, ethics and values. Displays flexibility and open-mindedness. Demonstrates professional and appropriate conduct in public.
- 6. Respectful:** Demonstrates professional respect for colleagues and individuals working in agriculture.

Commitment to CASA:

Board Directors demonstrate a commitment to CASA through a history of participation within the CASA organization.

Board Directors are willing and capable to commit the necessary time to fulfill CASA leadership responsibilities effectively.

Understands and is willing to support decisions and policies made by the collective CASA Board. Willingness to support CASA and its initiatives, positions and policies.

Promotes a forward-thinking position for how CASA should evolve into the future.