

FROM NALP BOARD OF DIRECTORS POLICY MEMORANDUM 113

COMPETENCIES OF EFFECTIVE NALP LEADERS

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| Passion for NALP | <p>Effective leaders:</p> <ul style="list-style-type: none"> • Have a passion for NALP and its mission • Serve as an ambassador for the organization • Understand and uphold the mission and core values of NALP |
| Communication and Collaboration | <p>Effective leaders:</p> <ul style="list-style-type: none"> • Build consensus among a variety of constituents • Collaborate with others to develop and implement plans to accomplish objectives • Speak clearly and persuasively • Conduct productive meetings • Actively seek diverse viewpoints • Listen to all viewpoints and provide thoughtful feedback • Are inquisitive and ask questions to understand issues before acting |
| Diversity, Equity and Inclusion (DEI) | <p>Effective leaders:</p> <ul style="list-style-type: none"> • Are well-informed and seek continued personal and professional growth in relation to DEI issues in the legal profession and society • Embed DEI into all of their professional efforts • Actively work to make NALP and the legal profession more diverse, equitable and inclusive • Collaborate effectively with a broad range of stakeholders • Seek to understand all perspectives to arrive at creative solutions that benefit all parties • Push for systemic change using the tools within their power |
| Empathy and Emotional Intelligence | <p>Effective leaders:</p> <ul style="list-style-type: none"> • Routinely strive to understand and relate to the perspectives, experiences, and needs of others • Develop trust through empathy • Focus on people-oriented management and problem-solving |
| Efficiency and Organization | <p>Effective leaders:</p> <ul style="list-style-type: none"> • Deliver and execute projects and assignments with a high degree of efficiency and organization • Effectively delegate work assignments • Provide members with authority to work independently • Monitor deadlines • Promote quality and demonstrate accuracy and thoroughness |

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| Resilience | <p>Effective Leaders:</p> <ul style="list-style-type: none"> • Have the ability to be adaptable, flexible and creative in all circumstances • Possess the awareness to recognize when change/progress/innovation is needed • Have the fortitude and grit to work through changes and setbacks to pursue the best outcomes for all stakeholders • Convert challenges into opportunities • Are able to pivot and regroup when necessary • Can sustain a positive and forward-thinking attitude when faced with unforeseen circumstances |
| Leadership | <p>Effective leaders:</p> <ul style="list-style-type: none"> • Have a strong sense of their own strengths and limits • Display a willingness to make decisions • Exhibit sound and accurate judgment • Make timely decisions • Include other member volunteers in planning and decision-making • Make themselves available to members and are responsive • Develop others • Create strategies and processes to achieve objectives • Proactively identify and help develop NALP leaders from diverse backgrounds by ensuring they are engaged and aware of opportunities related to their interests and talents • Have a strategic vision for their section, group, committee or NALP as a whole |

Adopted: November 9, 2013
Amended: August 2, 2018
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