**Critical Competencies**

**Executive Director – MSYK**

**Leadership** **Skills** including teamwork, judgement and problem solving skills, motivation and initiative.

Effective leaders

* focus on achieving results through and with others and they are concerned with accomplishments
* set high standards of performance, pursue aggressive goals, and work hard to achieve them
* attract and retain talented people by improving selection process, build a team with complementary strengths, anticipate long term staffing needs, and retain high potential employees

**Communication Skills** including the ability to foster open and effective communications at all levels and with all stakeholders. Successful managers know this and seek to create an environment where communication is open, encouraged, rewarded, frequent, and relevant.

* Communicate the message that every idea is worthy of consideration
* Structure creative ways to obtain input from others
* Interact with people openly and directly
* Be an active listener

**Management / Strategic Skills** including the ability to create strategic advantage through understanding of the operating environment, and the needs of employees, members, volunteers, and board members.

* Able to motivate and create results predominantly through the work of others… delegation and organization skills
* Understand the organization’s vision, goals and strategies
* Delegate effectively, hold team accountable and reward success
* Pursue initiatives to capitalize on strengths and market opportunities,

**Business Knowledge / Fiscal Management** including the ability to stay relevant with market information and local news regarding funding opportunities.

* Receive support from bookkeeper for financial related business
* Read and understand financial reports
* Conduct regular reviews of financial performance
* Set and achieve effective financial goals
* Know how to create a budget and get a budget approved