

Trustee Competencies:

The BOT Competencies are based on the [Society of Women Engineers Leadership Competency Model](#) with two additions in Self-Management and Business Acumen, (shown in italics). As leaders of SWE we hold ourselves accountable to the general model.

- **Communication**
 - Conflict resolution and management by skillfully settling differences in a positive and constructive manner.
 - Leverages diversity and differences by leading and supporting an inclusive environment. Seeks new perspectives to achieve the vision and mission of SWE.
 - Influencing others through coalition building, inviting new perspectives, and clearly articulating the goals of SWE.
 - Apply effective communication and interpersonal skills through actively listening to the needs of colleagues, sharing relevant information and expectations, and treating colleagues with respect.
- **Self-Management**
 - *Accountability for role and function.*
 - Pursuit of lifelong learning through the mastery of new knowledge, embracing new ideas, and shares new ideas.
 - Self-reflection and assessment through recognizing strengths and weaknesses, seeks feedback from others and learns from failure.
 - Tolerates ambiguity by taking priority changes and unforeseen developments in stride as well as leads with a firm sense of purpose in an environment of uncertainty.
 - Flexibility by being open to change and new information/perspectives.
- **Business Acumen**
 - *Developing a general understanding of global markets to effectively monitor and evaluate the investment portfolio.*
 - Strategic planning through the development of effective strategies. Sees the big picture and understands how to determine organizational objectives and set priorities.
 - Manage finances to meet organizational needs.
 - Apply effective management skills (e.g., problem solving, interpersonal skills, delegation and supervision).
 - Professional knowledge and skills by being aware of industry changes, developments and emerging issues affecting women in STEM.
- **Mentoring, Coaching, and Sponsorship**
 - Strategies for career development.
 - Seeking a career coach.
 - Seeking a career mentor.
 - Seeking a career sponsor.

- Becoming a career coach.
- Becoming a career mentor.
- Becoming a career sponsor.
- **Leadership Abilities**
 - Developing and empowering others.
 - Visioning by taking the long view of the organization, building a shared vision for SWE members' role, acting as a catalyst for organizational change, and inspiring others to succeed within SWE.
 - Maintain a high standard of professionalism and ethics.
 - Be an advocate for the role of women in STEM.
 - Knowledgeable of change management strategies and processes.
 - Leverages diversity and differences by leading and supporting an inclusive environment.