

ABM Board Leadership Competencies

- 1. Knowledge of the Association:** Having and using knowledge of systems, situations, pressures, and culture inside the organization to identify potential organizational problems and opportunities; perceiving the impact of decisions on other components of the organization through
 - Understanding and using organizational policies and systems to solve problems
 - Anticipating impact of actions on other groups

- 2. Developing, Communicating, and Sustaining a Vision:** Creating and achieving a desired future state (vision) through influence on organizational values, individual and group goals, reinforcements, and systems by
 - Defining a desired future state
 - Communicating direction with enthusiasm
 - Gaining commitment to vision and values

- 3. Integrity/Responsibility/Accountability:** Maintaining and promoting social, ethical, and organizational norms in conducting internal and external business activities by
 - Sharing complete and accurate information
 - Maintaining confidentiality
 - Adhering to policies and regulations
 - Meeting personal commitments and promises
 - Setting high performance standards

- 4. Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain all parties' support and acceptance by
 - Exploring other's needs, concerns, and positions
 - Keeping discussions issue-oriented
 - Seeking win-win solutions

- 5. Communication:** Expressing ideas effectively in individual and group situations (including nonverbal communication) adjusting language or terminology to the characteristics and needs of the audience through
 - Expressing thoughts clearly
 - Soliciting ideas, suggestions, and opinions from others
 - Listening to all points of view with an open mind

- 6. Teamwork:** Working effectively with team or workgroups or those outside formal lines of authority to accomplish organizational goals; taking action that respect the needs and contributions of others; contributing to and accepting consensus by
 - Exchanging ideas freely

- Supporting group decisions
 - Putting group goals ahead of individual goals
7. **Leadership and Motivating Others:** Using appropriate interpersonal styles and methods to inspire and guide individuals toward goal achievement; modifying behavior to accommodate tasks, situations, and individuals through
- Focusing on situation, not the person
 - Asking for and gaining commitment to action
 - Mutually agreeing on accomplishments
8. **Innovation:** Generating creative solutions to work situations; trying different and novel ways to deal with organizational issues and opportunities by
- Approaching job with imagination and originality
 - Generating novel solutions
 - Suggesting new ways to apply existing knowledge
9. **Judgement/Problem Solving:** Committing to an action after developing alternative courses of action that are based on logical assumptions and factual information; taking into consideration resources, constraints, and organizational value in all decisions by
- Considering alternatives
 - Considering all pertinent facts
 - Weighing pros and cons or impact of alternatives

ABM Strategic Competencies

1. **Mentoring and Development:** Engaging individually and/or encouraging others to pursue new skills through professional development activities, mentoring, or coaching.
- Mentor for a novice physician
 - Participation in institutional development activities, such as chairing a committee
 - Experience with formal leadership training as a participant or instructor
2. **Community Outreach:** Professional or volunteer experience supporting local groups, organizations, committees, or individuals.
- Involvement in local breastfeeding medicine advocacy efforts
 - Team-oriented initiatives in which diversity of thought, backgrounds, race/ethnicities are valued and leveraged
 - Involvement in the distinction of Magnet, Baby-Friendly, or other hospital designations.
3. **Experience developing breastfeeding medicine education:** Providing knowledge that leads to the development or advancement of breastfeeding medicine standards and/or practice.
- Serving as an editor, contributing author, or reviewer for a scholarly medical publication

- Providing breastfeeding medicine expertise to industry, hospitals, or allied health organizations or associations
 - Developing breastfeeding medicine training
- 4. Financial literacy:** Understanding of general financial language and reporting; synthesize monetary resources with organizational strategy.
- Serving in a professional or volunteer capacity on a finance or audit committee
 - Experience creating, reviewing, or approving budgets
 - Understanding of general audit processes