

## 2021 AHIMA Board of Directors Competencies

### Developed by the Governance Committee of the Board of Directors

Below are identified competencies that are needed for members considering serving on the AHIMA Board of Directors in the roles of AHIMA President/Chair-elect, Director, or Speaker. Review this list to see what the top competencies are needed for the positions, especially as President/Chair-elect. Also, please use this to assess your competency in each area. The Nominating Committee will be assessing nominees based on these competencies.

Priority Legend	
Essential for 2021	3
High priority	2
Expected to have	1

Competency	Priority
<ul style="list-style-type: none"> <li>• HIM Industry knowledge / experience                             <ul style="list-style-type: none"> <li>○ Understanding of the healthcare ecosystem and the impact on AHIMA and the HIM profession (including policy and legislation)</li> <li>○ Experienced in a field or endeavor that contributes to the disciplines that affect AHIMA and the HIM profession (i.e., advocacy, certification, CDI, coding, compliance, corporate management, information technology, privacy and security, public policy, and revenue cycle)</li> <li>○ Understanding of members' demographics and needs</li> </ul> </li> </ul>	1
• Innovator, change transformation leader	3
• Strategic thinker; Adept at strategic planning	3
• Knows the difference between governance and management, knows how to differentiate the important from the unimportant	2
• Creative problem solver	2
• Experience leading and managing teams, ability to work with and be supportive of staff	1
• Adept at financial planning and understands and interprets financial statements	2
• Knows how to build and cultivate partnerships with stakeholders	3
• Knows how to be a team player: when to listen and when to speak up and ability to work to build consensus through collaboration	1
• Effective communication and presentation skills	1
• Ability to work with diverse groups and ideas in a constructive way, respects diversity and fosters inclusion	1
• Possesses openness, transparency, honesty, is optimistic yet realistic, and subscribes to and practices a high moral standard	2
• Values personal growth and learning, particularly covering matters confronting the Board and AHIMA, is personally challenged by what is best for AHIMA and the profession, accepts that the Board has the authority and that the individual Board members have none, understands the complexity of challenges facing AHIMA	1
• Able to be decisive and comfortable with large-scale decisions	3