

Recommended Weighted Hard Skill Sets for October 2nd Board Approval

Red = Prioritized top 5 that will become weighted skill sets

Visionary/Innovative Leadership Skills

- Possesses: pattern perception, lateral thinking, problem solving, empathy
- Ability to assess the changing environment and develop innovative solutions to reach long term goals
- Experienced transformational leader/understands change management
- Models organizational values

Strong Decision Making Skills

- Ability to make tough valued based decisions
- Ability to forecast outcomes of various options
- Thinks about the outcome of decisions as they affect others
- Fosters a “Win-Win” environment

Strategic Planning/Organization Skills

- Thought processes that are analytical, logical, systemic, deductive and critical
- Forward thinking in terms of financial planning, regulatory compliance, infrastructure sustainability and resource development
- Awareness of changing utility environment
- Ability to evaluate and identify actions required for future success

Political Skills (the ability to identify and understand the motives of others to influence them to ensure that our group or organizations goals are met)

- Team Building : the ability to align themselves with other local and state influences
- Strong communication skills, including negotiation, collaboration and persuasiveness
- Must have a strategy to develop a keen understanding of the local stakeholders and key influencers locally, regionally and the state
- Mission Driven/Focused –Must be focused on mission of the District
- Internal/External Communication focused- this includes building an internal team focused culture

Communication Skills: Communicates effectively both orally and in writing

Recommended Non Weighted Hard Skill Sets

1. Innovation and Creativity Skills

- Collaboration is collaborative
- Candidate constantly puts themselves in the customers shoes

2. Strong Negotiating Skills –understands Labor Relations

3. Technology Skills- Understands the importance of the changing world of technology and cyber security.

- Uses it to effectively achieve the organizational mission
- Strategic planning in terms of adapting technology to the public utility environment

4. Team Building Experience and Skills

- Demonstrates the tools and skill sets to enrich leadership teams
- Has worked successfully with and understands the culture of a multigenerational work force

5. Strong Understanding of Public Administration and Governances with Respect to Special Districts, Local, State and Federal Skills

6. Managerial Skills

- Skill set the person possesses to direct, manage, administer goals, programs, plans while organizing and directing work