

BOARD-IDENTIFIED DIVISION DIRECTOR COMPETENCIES



COMPETENCY CATEGORY	COMPETENCY	EVIDENCE OF COMPETENCY
Skills	Strategic thinking and planning	Collaborates with district leadership team and Area Directors to ensure clubs have the best opportunity to achieve success and that clubs understand the Distinguished Club Program and strive to achieve Distinguished recognition
	Empowering and developing members	Success in Distinguished Division Program
	Coaching and mentoring	Coaches and mentors area directors in knowledge and procedures of Toastmasters thereby helping area directors to help clubs and members
	Analytical skills	Analyzes division and area statistics to plan for and monitor success
Knowledge	Working knowledge of Toastmasters governing documents and manuals for district and club leaders	Applies Toastmasters policies and procedures to division responsibilities
Characteristics	Integrity	Observable in leader behavior
	Sincerity	
	Empathy	
	Honesty	
	Consideration for others	
	Service orientation	Supports Area Directors in achieving their goals
	Passion for mission and envisioned future of Toastmasters International	Division fulfills the requirements of the Distinguished Division Program
	Creativity	Largely self-directed in determining and implementing what is required to fulfill the role
	Enthusiasm	
Independent		
Attributes	Respect	Observable in leader behavior
	Punctuality	
	Commitment to success and mission of Toastmasters International	Success in the Distinguished Division Program
	Discipline to complete assigned responsibilities	
	Goal oriented	
	Diligent	
	Motivational	
	Proactive, anticipating issues before they arise	Minimum of unresolved contentious issues in the division
Resourceful and knowing where to obtain resources	Area Directors' concerns and issues addressed	