

From NALP BOARD OF DIRECTORS POLICY MEMORANDUM 113**SUBJECT: LEADERSHIP DEVELOPMENT****I. COMPETENCIES OF EFFECTIVE NALP LEADERS**

Passion for NALP	Effective leaders: • Have a passion for NALP and its mission • Serve as an ambassador for the organization • Understand and uphold the mission and core values of NALP
Communication and Collaboration	Effective leaders: • Build consensus among a variety of constituents • Collaborate with others to develop and implement plans to accomplish objectives • Speak clearly and persuasively • Conduct productive meetings • Actively seek diverse viewpoints • Listen to all viewpoints and provide thoughtful feedback • Are inquisitive and ask questions to understand issues before acting
Fairness, Access, Opportunity and Inclusion	Effective leaders: • Are well-informed and committed to continued personal and professional growth on matters affecting fairness, opportunity, access, and inclusion within the legal profession and society • Approach their professional work with an awareness (or understanding) of how bias, systemic barriers, and legal systems affect people from varied backgrounds and circumstances and their ability to contribute • Actively work to support initiatives that enhance fairness, access, and representation within NALP and the legal profession • Collaborate effectively with a broad range of stakeholders • Seek to understand all perspectives to arrive at creative solutions that benefit all parties • Push for systemic change using the tools within their power
Empathy and Emotional Intelligence	Effective leaders: • Routinely strive to understand and relate to the perspectives, experiences, and needs of others • Develop trust through empathy • Focus on people-oriented management and problem-solving
Efficiency and Organization	Effective leaders: • Deliver and execute projects and assignments with a high degree of efficiency and organization • Effectively delegate work assignments • Provide members with authority to work independently • Monitor deadlines • Promote quality and demonstrate accuracy and thoroughness

Resilience	Effective Leaders: • Have the ability to be adaptable, flexible and creative in all circumstances • Possess the awareness to recognize when change/progress/innovation is needed • Have the fortitude and grit to work through changes and setbacks to pursue the best outcomes for all stakeholders • Convert challenges into opportunities • Are able to pivot and regroup when necessary • Can sustain a positive and forward-thinking attitude when faced with unforeseen circumstances
Leadership	Effective leaders: • Have a strong sense of their own strengths and limits • Display a willingness to make decisions • Exhibit sound and accurate judgment • Make timely decisions • Include other member volunteers in planning and decision-making • Make themselves available to members and are responsive • Develop others • Create strategies and processes to achieve objectives • Proactively identify and cultivate NALP leaders from varied backgrounds by facilitating awareness and access to opportunities that align with their interests, skills, and potential • Have a strategic vision for their section, group, committee or NALP as a whole

Adopted: November 9, 2013

Amended: August 2, 2018

Amended: July 28, 2020

Amended: July 13, 2024

Amended: July 16, 2026