

ICAN PRESIDENT AND CEO

Core Competencies Defined

- **Integrity**

Conducts *all* business activities according to the highest organizational, social, ethical, and legal standards.

- **Authentic Leader**

Embodies the organizational values and serves as a role model for employees, faculty, board, partners, and community in consistently displaying the highest professional standards.

- **Knowledge and Experience in Leading a Business**

Utilizes knowledge of practices and approaches for managing ICAN as a viable business entity.

Develops and implements the ICAN strategic plan, ensuring everyone understands the strategy and knows how to deliver it.

- **Knowledge and Experience in Business Finance**

Possesses knowledge of financial and economic principles and practices, financial and economic markets, and the analysis and reporting of financial data.

- **Knowledge and Experience in Developing Supervisors, Managers, Leaders**

Focuses on developing, coaching, mentoring, and sponsoring to enable others to improve performance to reach their full potential.

- **Business Development**

Pursues and cultivates business relationships, partnerships, and alliances internally, externally, and virtually.

- **Fundraising**

Nurtures relationships with key companies, leaders, donors, and decision makers to demonstrate the mutual value created through partnership with and sponsorship of ICAN.

- **Executive Relationship Building**

Functions as a trusted advisor and instills confidence and trust through personal expertise and behavior with key leaders across the communities we serve.



- **B-to-B Marketing**

Actively participates in developing brand vision, positioning, and overall strategies to achieve overall business goals for the brand and to maximize competitive differentiation.

Proactively and consistently demonstrates to the customer the value and benefits of partnering with ICAN, ensuring the relationship is viewed by the customer as indispensable and irreplaceable.

- **Leading High Performing Teams**

Inspires passion and enthusiasm in others to perform and excel.

- **Excellent Communication Skills**

Functions as the public persona of the organization and promotes an honest positive image to external constituents (e.g., partners, customers, board members, community, media/press, etc.).

- **Public Speaking Talents**

Communicates confidently about complicated, delicate, or unpopular issues, demonstrating poise and executive presence while speaking.

