

## Success Profile – ASM – President

**A Success Profile identifies the kind of talent, skills and experience needed to successfully fulfil the duties required by the position**

### Terms

The President serves a single one-year term and continues to the role of Past President for one year. Combined with their previous duties as President-Elect, they will perform a total of three years of service for the Board. The entirety of the Board of Directors meets three times annually.

### Strategic context

The ASM Board of Directors provides strategic direction to the Society. It brings ASM's mission to life by setting and approving the vision for the Society. The Board also is ultimately responsible for approving all legal, financial, and governance matters. As such, each Board Director must ensure that ASM activities and transactions are, first and foremost, advancing its mission of promoting and advancing microbial sciences; recognizing and disclosing conflicts of interest; making decisions that are solely in the best interest of ASM and not of any particular group or individual and to "protect and serve" the organization. It is important to note that no Director on the Board represents specific constituencies, rather the whole Society. The Board of Directors also provides oversight for the ASM CEO.

Being elected to serve as President of the ASM Board is a high honor and privilege, but one that carries a serious responsibility to serve the interests of ASM, its members, and stakeholders and accomplish its mission. The President should have a high level of conduct and perform their duties in an exemplary fashion, commensurate with the position of leadership that has been bestowed upon them. Based on the DC Code of Law, the Board President must abide by the legal duties of care, loyalty, and obedience pertaining to the role as President of ASM. The President's primary function is that of chairing the Board of Directors, providing leadership for the whole Society, in close partnership with the Board and the CEO. The President is also an ex-officio member of COMS and serves as the Chair of the Board's Executive Committee. The President and the CEO are the two spokespersons for the organization.

### Success Drivers

- **Strategic Prioritization:** Obtain clarity and alignment on the future direction to drive the execution of the strategy and ability to respond with a sense of urgency and lead board Directors on strategic thinking. Develop strategic priorities that define precisely how the mission and vision will be achieved. Redefine key role accountabilities that align with strategic priorities. Continue to maintain and enhance relationships with key stakeholders in the scientific community to enable informed decision-making and prioritization.
- **Create conditions for innovation to thrive:** Create the context and agendas for new and better ways for the organization to succeed and achieve clear mission goals. Maximize disruptive capability by integrating and championing the value of differences/different perspectives, being open to new ideas, and challenging conventional wisdom. Focus on an inclusive culture to encourage diversity of thought to ensure innovation is prioritized.
- **Board Culture:** Strengthen and prioritize a diverse and inclusive culture that supports the values and is aligned with the strategy for the future. Inspire and drive change management to increase agility and innovation vs. maintaining the status quo as the way forward in achieving the mission and vision. Increase focus, creating value, finding efficiencies, and envisioning and supporting creative ways to support financial sustainability.
- **External partnerships/Community Relations:** Build partnerships and visibility for ASM (scientific, education, and professional practice communities) to expand community ties. Leverage ASM's progressive scientific culture by partnering with other institutions, the Administration, and Congress to further the mission and help translate microbial science into meaningful policy/action.

- **Leadership contribution:** The President, as Chair of the Board, and the Board is in charge of oversight and policy setting and delegates to the CEO the task of implementing the Board's strategic vision. For this reason, the President, to be successful, works in close partnership with the CEO. As Chair of the Board, one of the President's most important tasks is to actively listen to Board members encouraging collective leadership rather than acting as authority figures.
- **Inclusive Leader:** An inclusive leader focuses primarily on the growth and well-being of people and the communities they support. In interacting with the diversity around them, inclusive leaders build interpersonal trust, take the views of others into account, and are adaptive. An inclusive leader requires openness to differences, curiosity, and empathy. An inclusive leader shares authority and puts the needs of others first, and helps people develop and perform as highly as possible. Utilizes constructive and collaborative approaches, modeling inclusive behaviors toward volunteer members and staff.

### Experience

The Board President role provides an extraordinary opportunity for an individual passionate about the success of ASM's beneficiaries and who has a track record of board leadership. The selected Board President will have achieved leadership stature in business, government, philanthropy, or the non-profit sector. In addition, their accomplishments will allow them to attract other well-qualified, high-performing board members.

### The ASM Board President should ideally have the following experience and background:

- A commitment to and understanding of ASM's mission preferably based on experience as a Board Director
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals
- Excellent written and oral communication skills coupled with a natural affinity for public speaking
- Personal qualities of integrity, credibility, and a passion for the science
- Direct and guide a variety of activities found in a progressive organization
- Is broadly representative of the microbial sciences and the various components of the Society in all its scientific, ethnic, gender, cultural, and geographical components.
- Interest and commitment to leadership, governance, and oversight of ASM

### Skills include:

- Exceptional leadership skills
- Proven skills and experience in strategy development
- Governance experience
- Relationship building and communications
- Integrity
- Initiative
- Sound decision-making ability
- Commitment to open and honest communication
- Confidentiality on sensitive matters and where needed