

Board Leadership

Member Competencies

Gamma Phi Beta
TRUE AND CONSTANT

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Introduction

Hello sister! And welcome to your Board Leadership: Member Competencies Participant Guide. Board Leadership: Member Competencies is an on-demand training created by the **Leadership Development Committee (LDC)** that's designed to help you explore Gamma Phi Beta's Member Competency framework and apply it to your leadership aspirations within and outside of the Sorority. This resource, your digital participant guide, is designed to help you get the most out of the on-demand training. Whether you're new to board service or simply curious about what's involved, you'll find practical insights, reflection prompts and key takeaways to support your learning.

Throughout your engagement with the Board Leadership: Member Competencies on-demand training, you'll be prompted to pause the video and engage in a variety of reflection activities. Use the space provided in this resource to record your thoughts, insights, questions and more. This is your space to cultivate your learning so lean in, ask hard questions and bravely ponder what it might look like for you to continue your leadership journey in and outside of Gamma Phi Beta. We're so glad you're here!

Tip: Save this guide often! This guide does not auto-save, so please save it often to help you retain your notes and learnings from today's session.

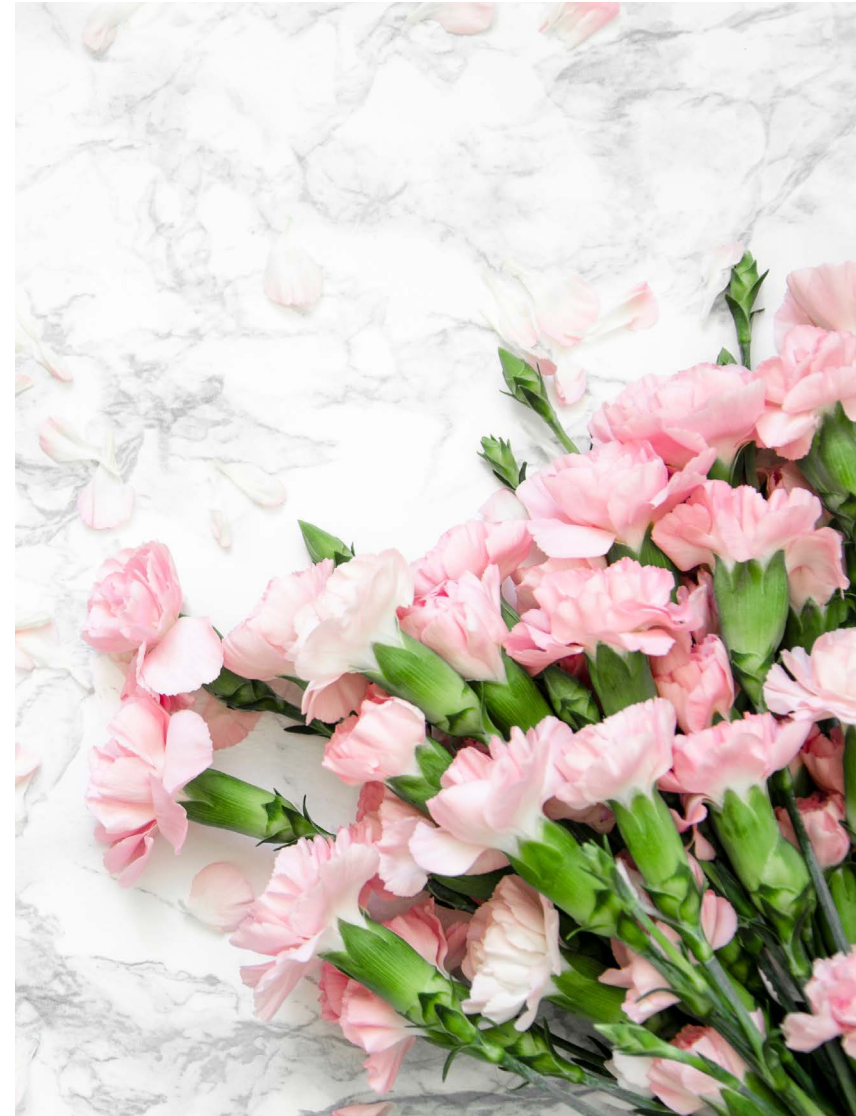
Learning Objectives

By the end of your participation in the Board Leadership: Member Competencies training, you should be able to:

- Define member competencies.
- Identify individual skill proficiency in alignment with the member competencies.
- Describe advanced competency skill development.

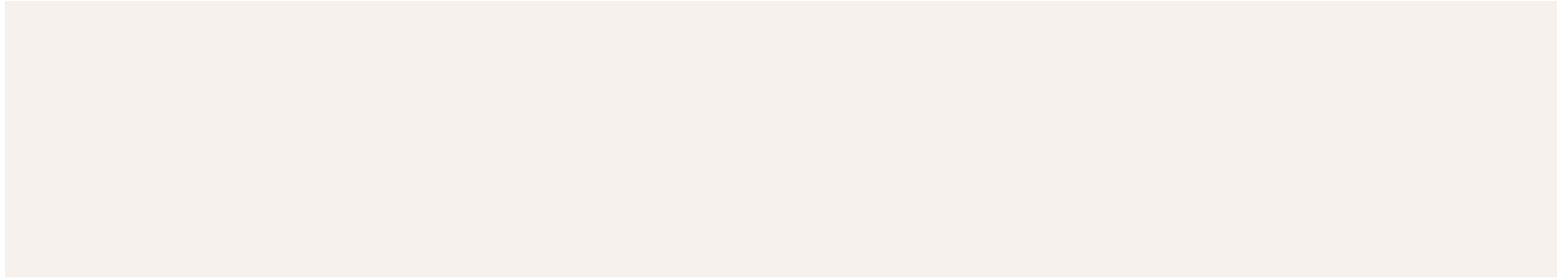
Questions?

If you have any questions throughout your engagement with Board Leadership: Fundamentals, please contact **LDC Chairwoman Susie Knetter (Kansas State)**.

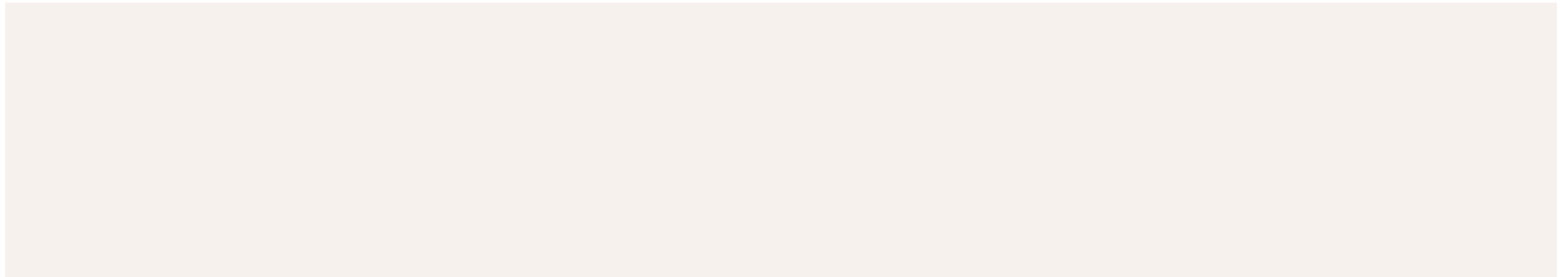


Board Leadership

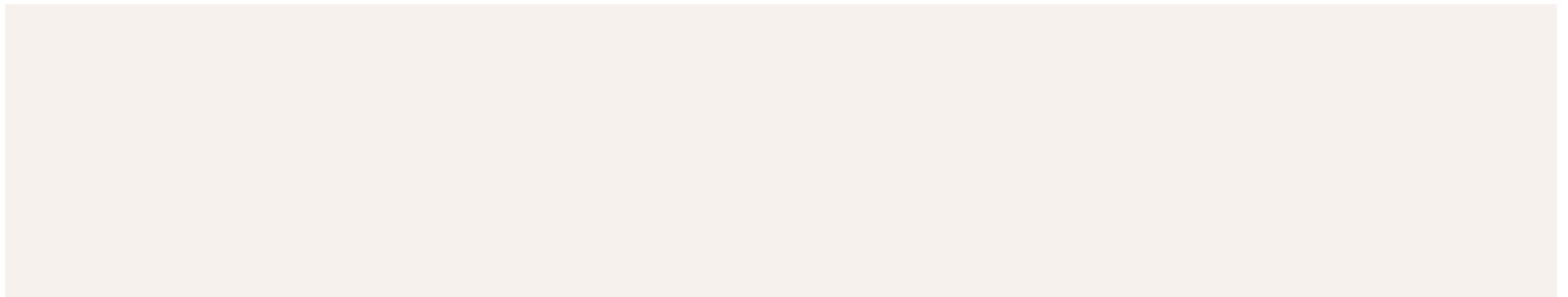
Board leadership refers to...



Examples of Board Leadership in Gamma Phi Beta include service on:

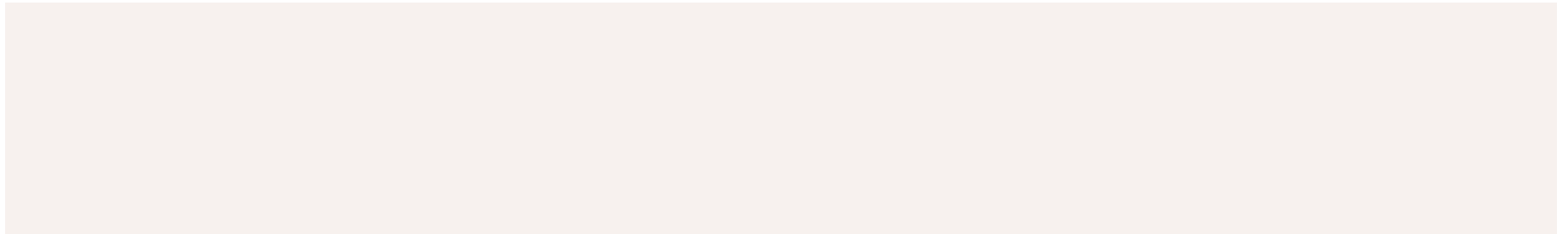


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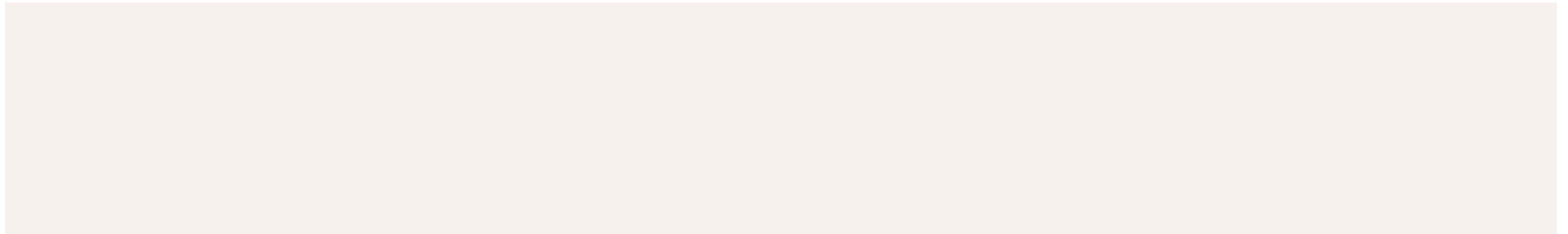


What are Gamma Phi Beta's Member Competencies?

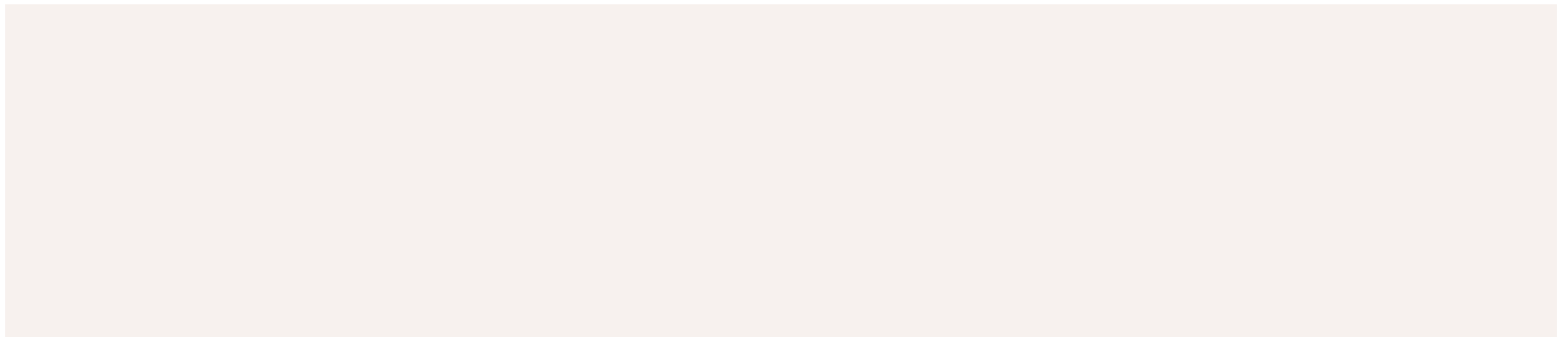
In your own words, how would you define "competency"?



Which of the following support Gamma Phi Betas in their leadership development journeys?







Notes



Member Competencies

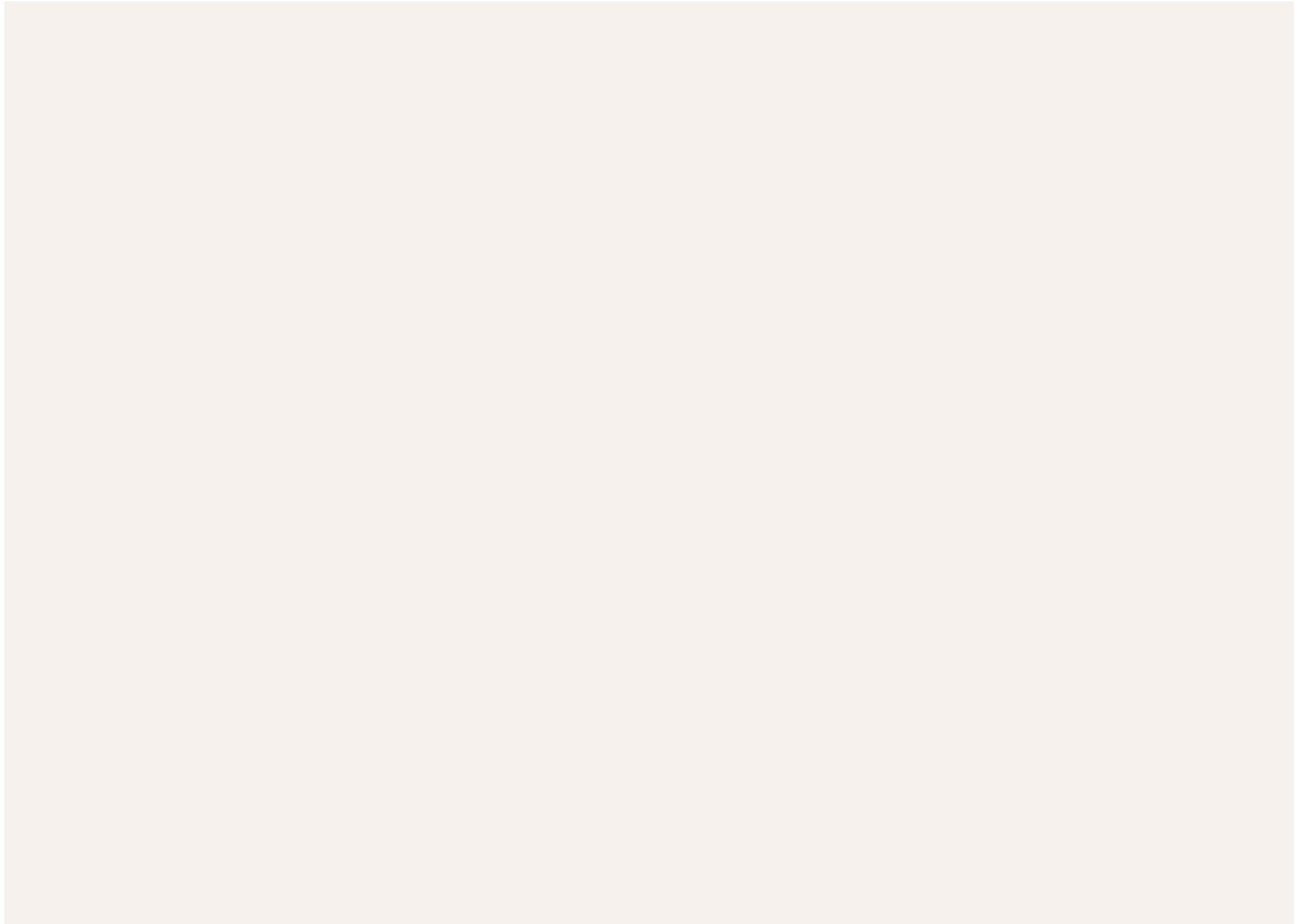
Tip: Please pause the video, read the definitions of each competency area and record key learning takeaways. A complete list of Gamma Phi Beta's Member Competencies can also be found on GammaPhiBeta.org.

Gamma Phi Beta's Member Competencies fall into the following categories:

-  Be Yourself
-  Grow With Others
-  Lead Your Community
-  Learn for a Lifetime

After reviewing each of the member competencies, which competency resonates most with you and why?

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Be Yourself: Advancing Your Member Competency Development

Think about the member competencies we just reviewed. Which member competency aligns most with your strongest skills and why?

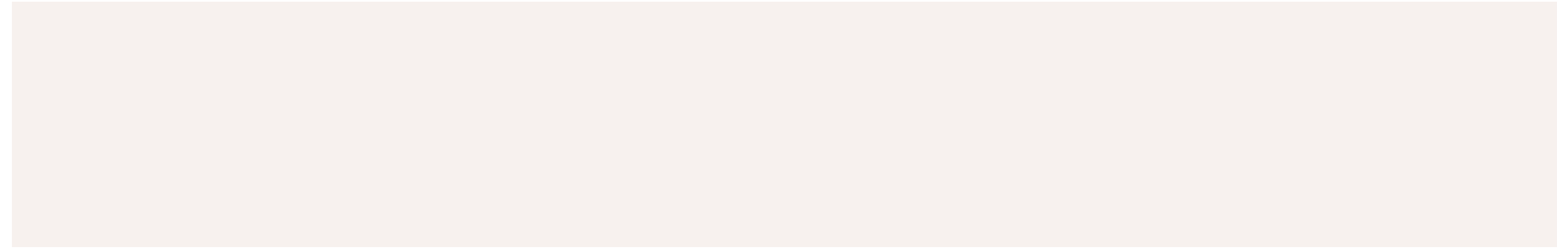
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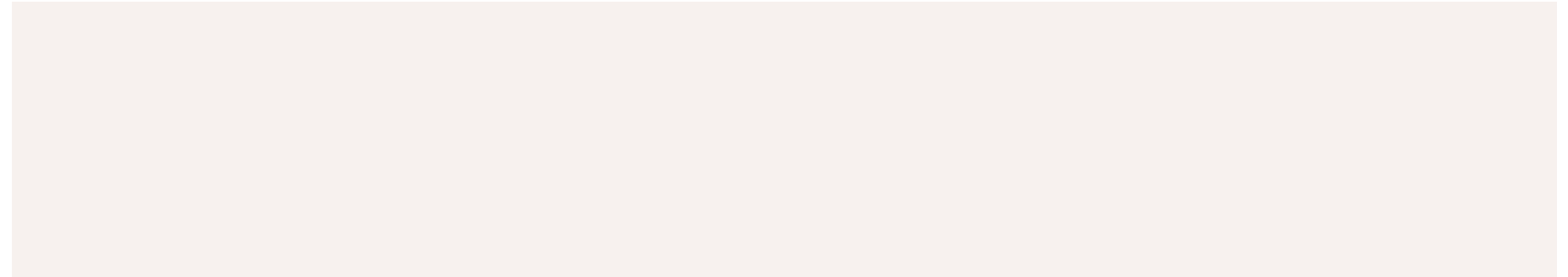
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Member Competency Self-Assessment

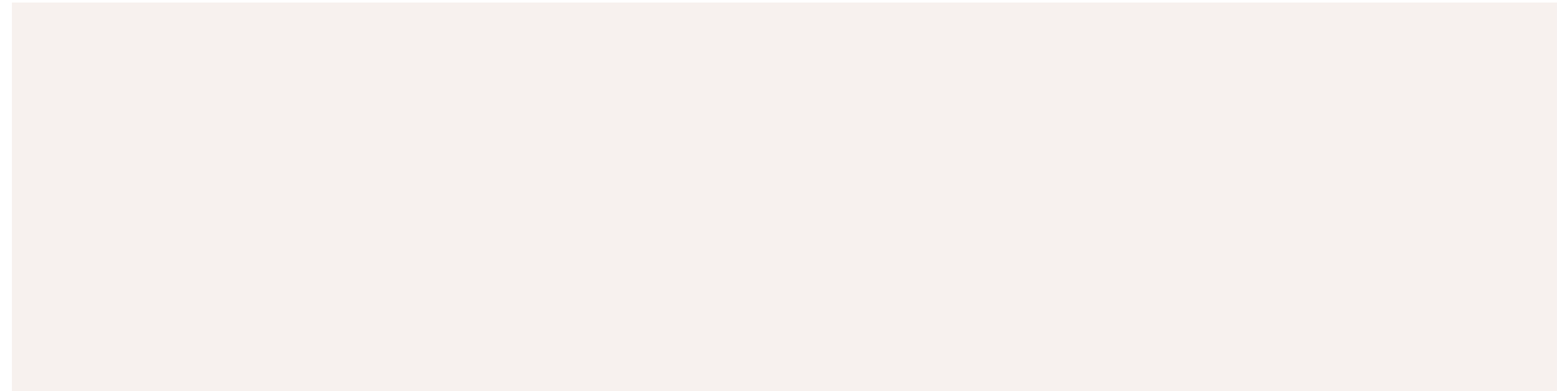
Tip: Pause the video and allow 15-20 minutes to complete the member competency self-assessment. Please complete this assessment in its entirety before advancing. This assessment can be accessed on GammaPhiBeta.org/NominatingCommittee > Competency Self Assessment.



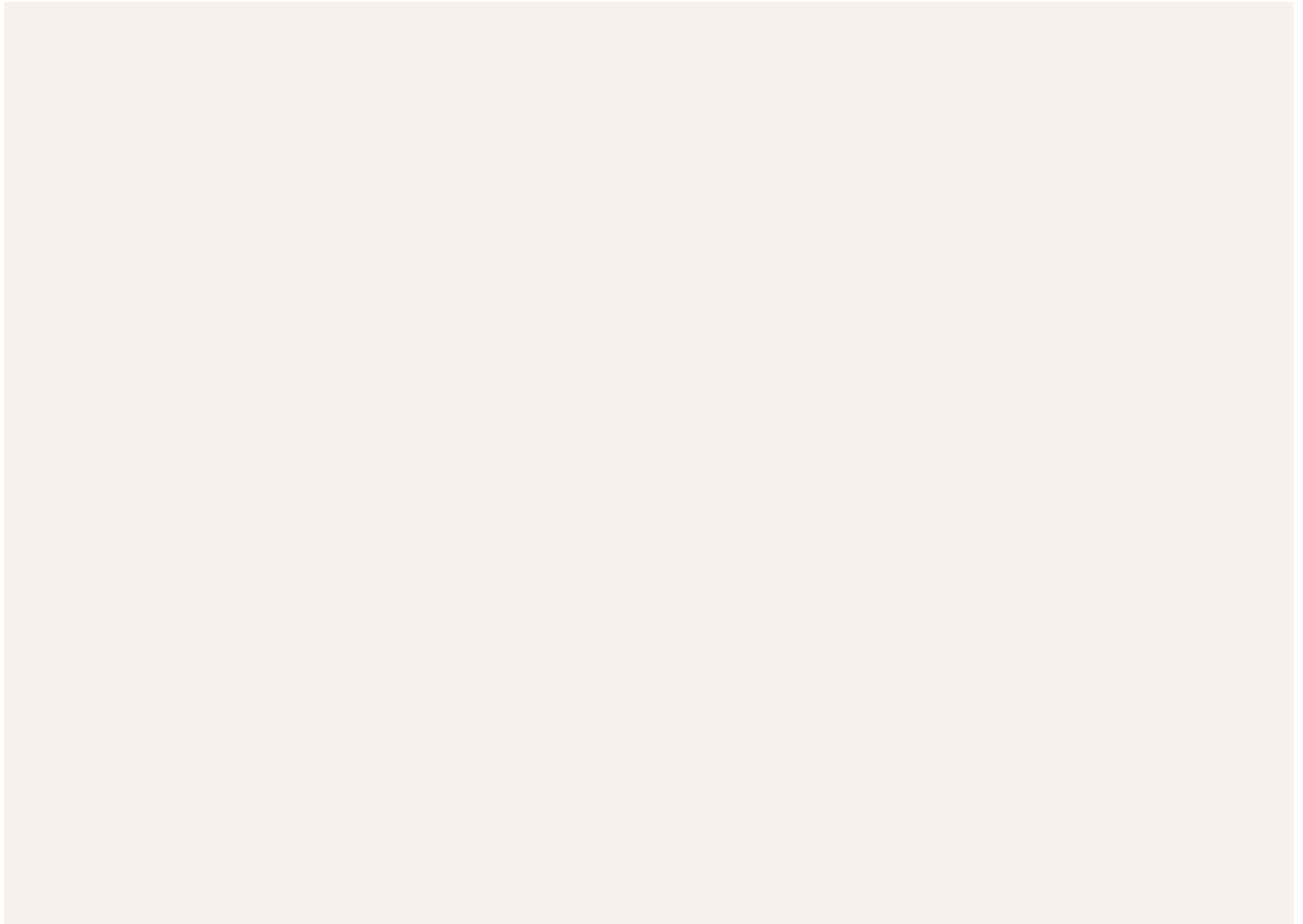
What surprised you most about your member competency self-assessment results?



Does the member competency you thought aligned with your strongest skill still resonate with you?



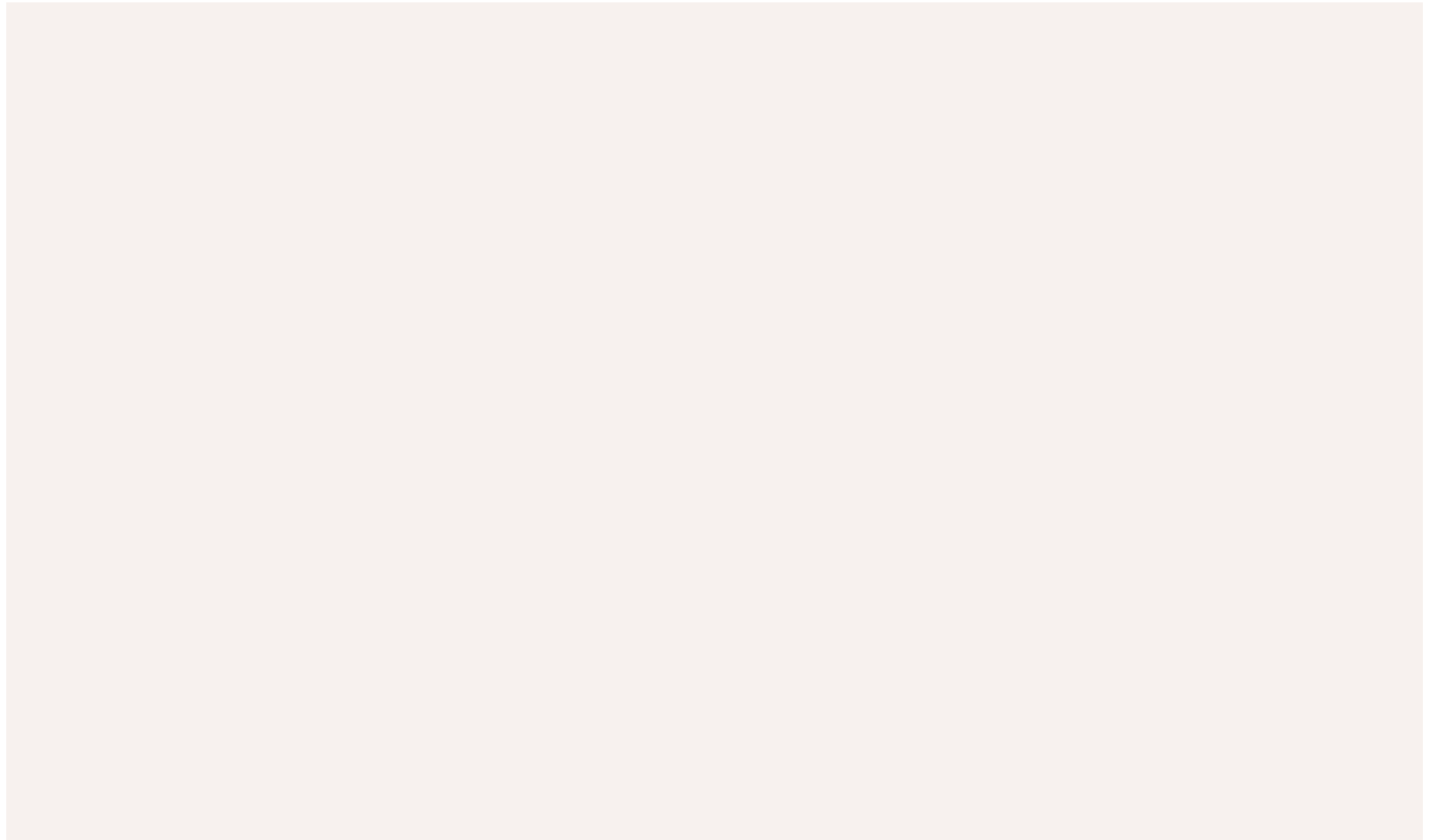
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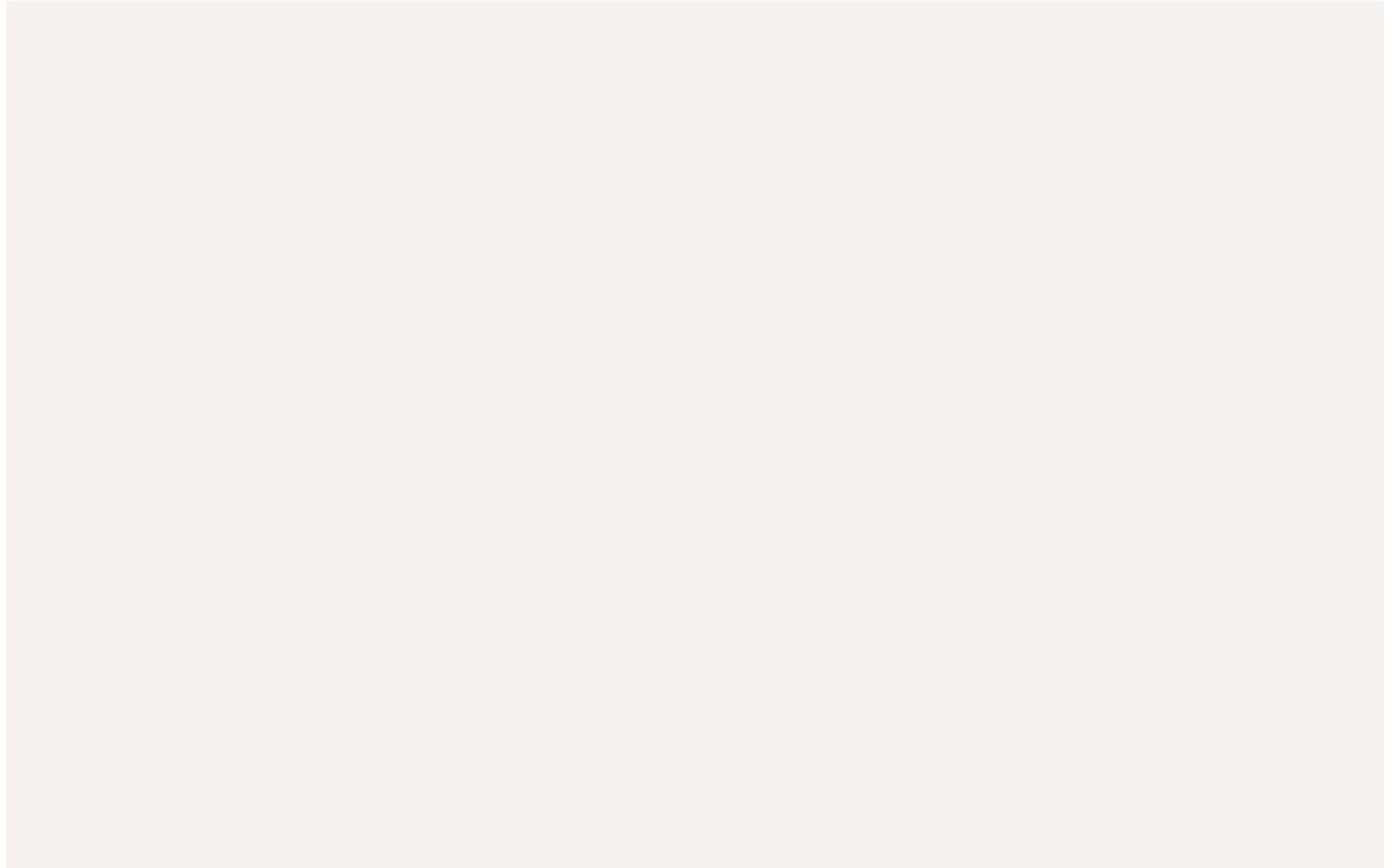


Learn for a Lifetime: Building Your Skills

Please pause the video to explore examples of what advanced skills might look like for each competency and record key learning takeaways.

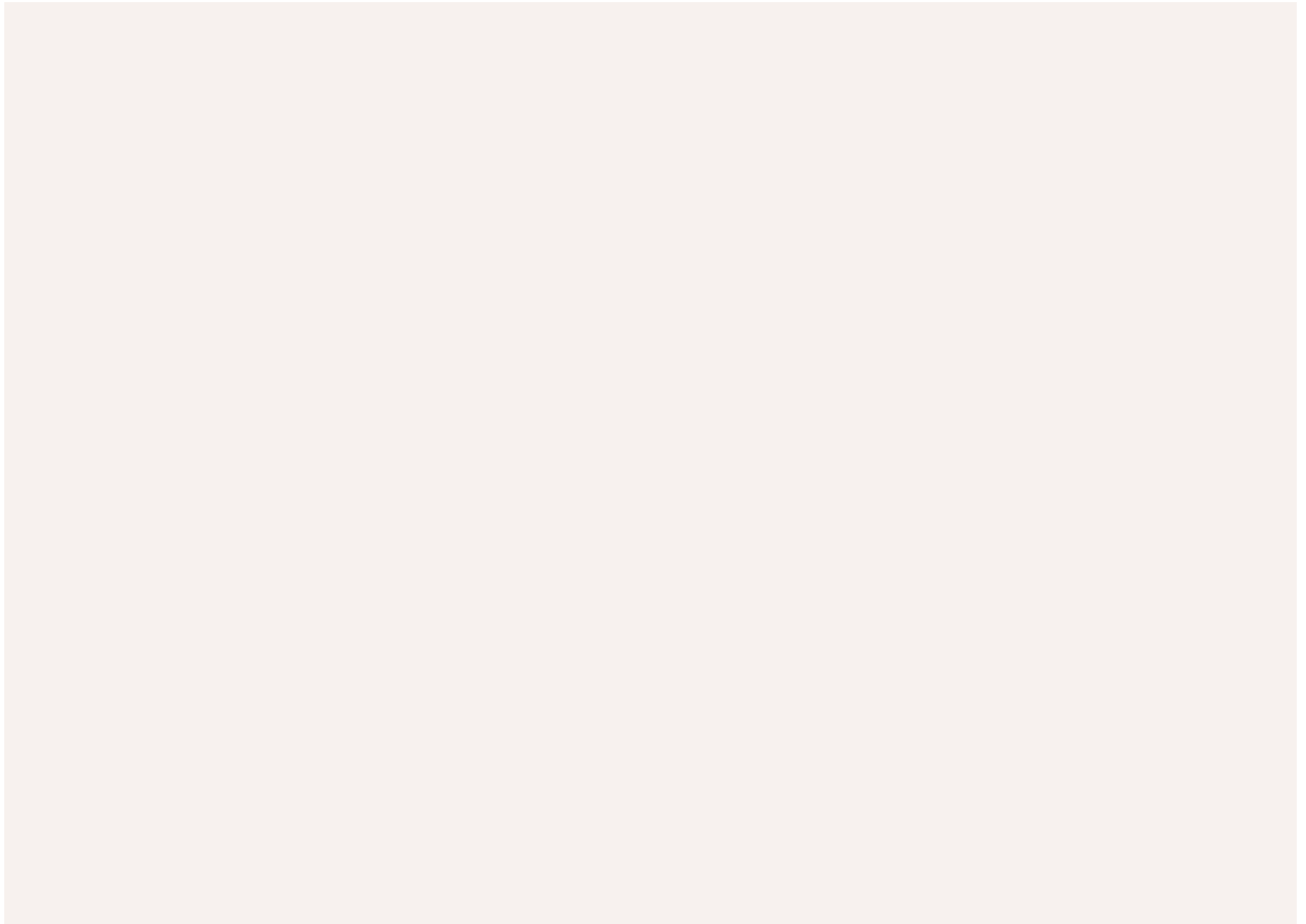


Review the result of your member competency self-assessment and identify one competency where your skills are at the beginner or intermediate level. Then, reflect on the possible next steps you can take to move toward advanced competency development, either within or outside Gamma Phi Beta.



Tip: To learn more about how to advance your member competency skills, navigate to GammaPhiBeta.org/NominatingCommittee and download the Member Competency Development Map.

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Lead Your Community: Taking the Next Steps in Your Leadership Journey

Write down the communities where you're a member. Then, write down five transferable skills you hope to develop through your leadership in these communities.

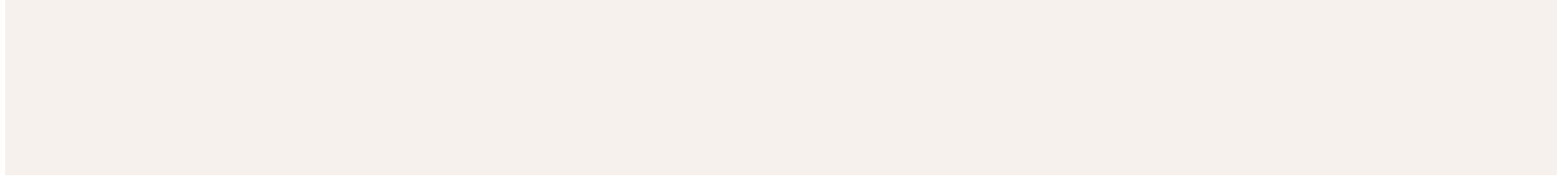
Blank area for writing down communities and transferable skills.

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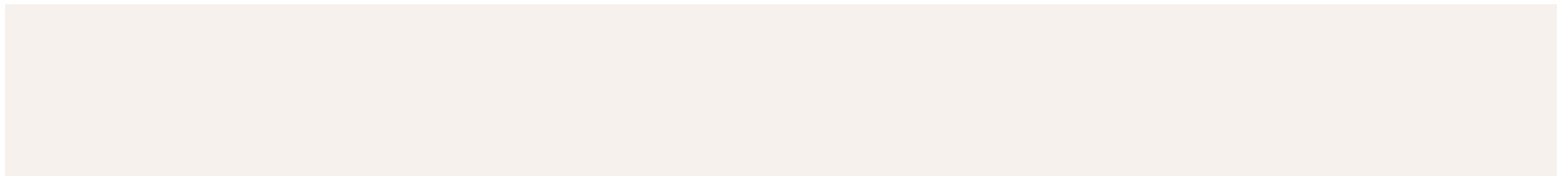
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Next Steps

Active Participation

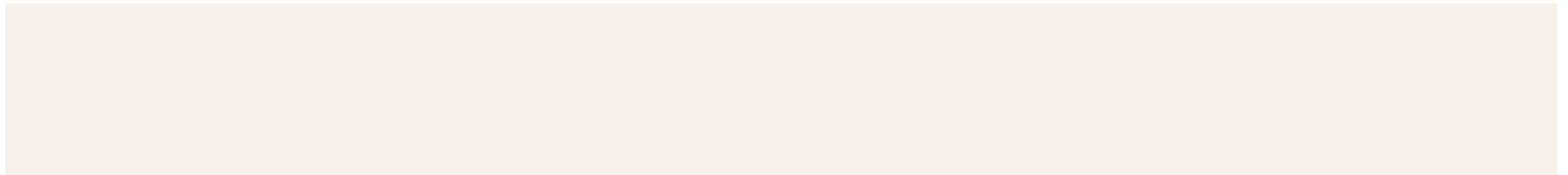


Volunteer and Contribute

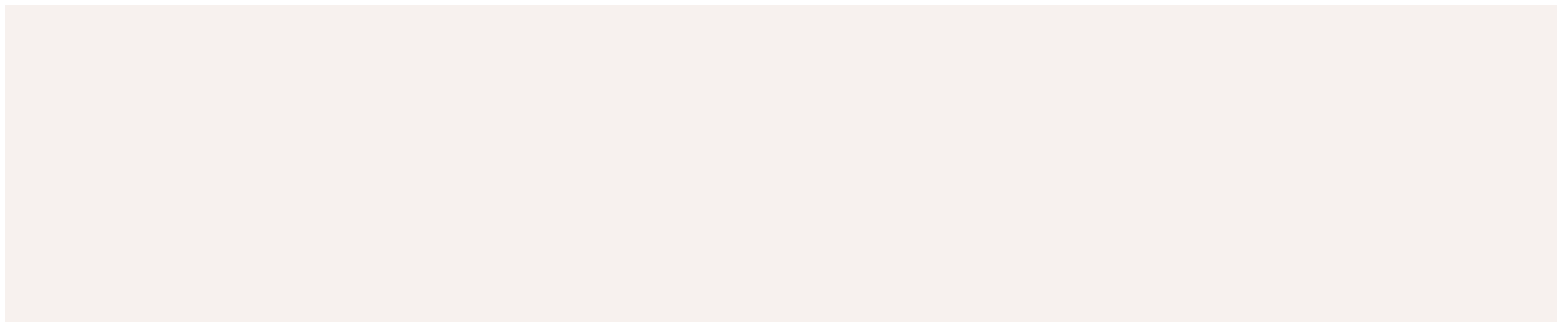


Seeking Mentorship

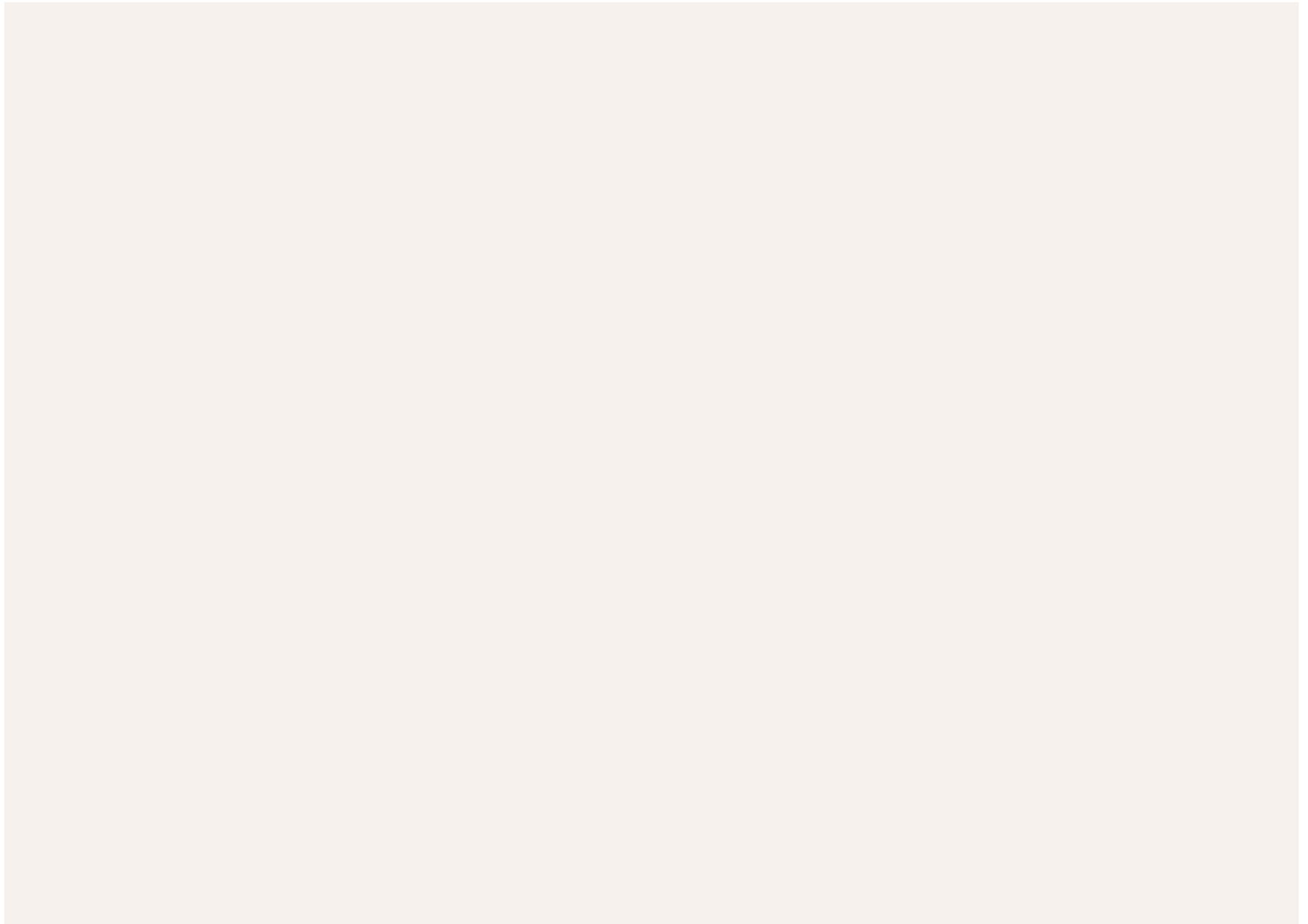
What skills or knowledge do you want to develop? What transferable skills are you hoping to gain?



Leadership Development Committee



Notes



Feedback Form

Don't forget to provide feedback on your experience in today's Board Leadership: Member Competencies session! Please provide your feedback using the QR code provided in the on-demand training or by clicking the link below.

Board Leadership: Member Competencies Feedback

Note: If you would like to receive a response to the feedback you provide, please email **LDC Chairwoman Susie Knetter (Kansas State)**.

Check Your Knowledge

Use the self-guided quiz below to check your understanding of the content covered in Board Leadership: Fundamentals! Answers to the quiz can be found beginning on Page **20**.

Board Leadership: Member Competencies Quiz

1. What does board leadership encompass?

- a) Day-to-day management of an organization
- b) Strategic guidance and high-level decision-making
- c) Operational tasks and project management
- d) Financial auditing and reporting

2. Which of the following support Gamma Phi Betas in their leadership development journeys?

- a) Our Core Values
- b) Our mission
- c) Our member competencies
- d) All of the above
- e) None of the above

3. Which of the following is NOT an example of board leadership in Gamma Phi Beta?

- a) International Council
- b) Facilities Management Company Board of Managers
- c) Foundation Board of Trustees
- d) International Headquarters staff

4. What are the Gamma Phi Beta's Member Competencies designed to develop?

- a) Great Gamma Phi Betas
- b) Confident leaders
- c) Active community members
- d) All of the above

5. What are the Gamma Phi Beta's Member Competencies?

- a) Lead Your Community
- b) Educate Your Mind
- c) Be Like Others
- d) All of the above

6. Which competency includes Self-Awareness, Confidence and Resiliency?

- a) Grow With Others
- b) Lead Your Community
- c) Be Yourself
- d) Learn for a Lifetime

8. What is the purpose of the member competency self-assessment?

- a) To identify areas for improvement in Gamma Phi Beta's operations.
- b) To gauge an individual's knowledge/skill level in each competency.
- c) To evaluate the effectiveness of Gamma Phi Beta's programs.
- d) To determine eligibility for board leadership positions.

9. What are the subcategories of the "Be Yourself" competency?

- a) ΓΦΒ Knowledge, Critical Thinking, Applied Learning, Personal Excellence
- b) Communication, Teamwork, Mentorship, Diversity and inclusion
- c) Self-Awareness, Confidence, Resiliency
- d) None of the above

Check Your Knowledge

Board Leadership: Member Competencies Quiz

10. What are examples of a transferable skill that a teacher can developed outside of Gamma Phi Beta.

- a) Lesson planning
- b) Walking to class
- c) Teaching social studies
- d) Eating lunch

11. Member competencies are only applicable as an alumnae.

- a) True
- b) False

12. Advanced development in all competency areas is required to serve on a Gamma Phi Beta board.

- a) True
- b) False

13. A competency is the description of knowledge, skills or abilities that a person should be able to demonstrate to do a specific role.

- a) True
- b) False

14. The member competencies are used only at the board level in Gamma Phi Beta.

- a) True
- b) False

15. Transferable skills are beneficial as a board leader?

- a) True
- b) False

16. Member competency skills can only be developed through Gamma Phi Beta experiences.

- a) True
- b) False

17. Offering your skill set by volunteering within your community is a step in growing your competency skills?

- a) True
- b) False

Board Leadership: Member Competencies Quiz Answer Key

1. What does board leadership encompass?

- a) Day-to-day management of an organization
- b) Strategic guidance and high-level decision-making
- c) Operational tasks and project management
- d) Financial auditing and reporting

Answer: b) Strategic guidance and high-level decision-making - Define an organization's vision and strategic direction while also ensuring responsible, sustainable commitment to foundational values, members, fiduciary obligations and more.

2. Which of the following support Gamma Phi Betas in their leadership development journeys?

- a) Our Core Values
- b) Our mission
- c) Our member competencies
- d) All of the above
- e) None of the above

Answer: d) All of the above – Core Values is the fourth pillar that supports our leadership journey.

3. Which of the following is NOT an example of board leadership in Gamma Phi Beta?

- a) International Council
- b) Facilities Management Company Board of Managers
- c) Foundation Board of Trustees
- d) International Headquarters staff

Answer: d) International Headquarters staff – There is one International Headquarters staff position that sits on a board due to her position as the chief executive officer of Gamma Phi Beta.

4. What are the Gamma Phi Beta's Member Competencies designed to develop?

- a) Great Gamma Phi Betas
- b) Confident leaders
- c) Active community members
- d) All of the above

Answer: d) All of the above

5. What are the Gamma Phi Beta's Member Competencies?

- a) Lead Your Community
- b) Educate Your Mind
- c) Be Like Others
- d) All of the above

Answer: a) Lead Your Community – The other three include: Be Yourself, Grow With Others and Learn for a Lifetime.

6. Which competency includes Self-Awareness, Confidence and Resiliency?

- a) Grow With Others
- b) Lead Your Community
- c) Be Yourself
- d) Learn for a Lifetime

Answer: c) Be Yourself.

8. What is the purpose of the member competency self-assessment?

- a) To identify areas for improvement in Gamma Phi Beta's operations.
- b) To gauge an individual's knowledge/skill level in each competency.
- c) To evaluate the effectiveness of Gamma Phi Beta's programs.
- d) To determine eligibility for board leadership positions.

Answer: a) Self-Awareness, Confidence, Resiliency – Self-Awareness: Identify personal beliefs; Confidence: Believe in Oneself; Resiliency: Perseveres through challenging situations.

9. What are the subcategories of the "Be Yourself" competency?

- a) ΓΦΒ Knowledge, Critical Thinking, Applied Learning, Personal Excellence
- b) Communication, Teamwork, Mentorship, Diversity and inclusion
- c) Self-Awareness, Confidence, Resiliency
- d) None of the above

Answer: a) and c) – As a teacher, the skills of lesson planning, organizing students and teaching can support the development of project management skills.

Board Leadership: Member Competencies Quiz Answer Key

10. What are examples of a transferable skill that a teacher can developed outside of Gamma Phi Beta.

- a) Lesson planning
- b) Walking to class
- c) Teaching social studies
- d) Eating lunch

Answer: False – Member competencies are used at all stages of a Gamma Phi Beta’s membership from potential new member all the way to service at the board level, specifically in the roles of International Council, Foundation Trustees, Facilities Management Company Board of Managers or board-level committees.

11. Member competencies are only applicable as an alumnae.

- a) True
- b) False

Answer: False

12. Advanced development in all competency areas is required to serve on a Gamma Phi Beta board.

- a) True
- b) False

Answer: True

13. A competency is the description of knowledge, skills or abilities that a person should be able to demonstrate to do a specific role.

- a) True
- b) False

Answer: False, member competencies are utilized across our membership. It is not specific to certain individuals or group.

14. The member competencies are used only at the board level in Gamma Phi Beta.

- a) True
- b) False

Answer: True – Transferable skills are abilities that can be applied in multiple situations (i.e., stay-at-home parent to CEO). It is beneficial to audit current skill set as it allows oneself to reflect on those skills that you may not be aware of and can apply to a current role that you are interested in.

15. Transferable skills are beneficial as a board leader?

- a) True
- b) False

Answer: False – Many of our Gamma Phi Beta leaders are making a great impact in their communities, which allows for meaningful opportunities to develop transferable skills.

16. Member competency skills can only be developed through Gamma Phi Beta experiences.

- a) True
- b) False

Answer: True – Volunteering allows you to gain practical experience by applying current skills and developing new ones.

17. Offering your skill set by volunteering within your community is a step in growing your competency skills?

- a) True
- b) False

Answer:

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