

Ambassador Criteria

March 6, 2018

In an earlier post, I highlighted our commitment to explain the community's core definitions and the role of ambassadors better. We've worked on clearer criteria to give ambassadors better guidance on what to consider when nominating individuals and to allow a candidate and the community to determine if there's a good fit and match. The process for determining that fit has also been improved.

Courtesy, respect, and thoughtfulness guide the systematic approach to recruiting and vetting new ambassadors.

For consideration, candidates must demonstrate:

- **Strong affinity for the community's purpose**—the belief that performance matters and that building high-performance organizations is a vital pathway to achieve meaningful, measurable, and financially sustainable results for the people and causes served.
- **Strong desire and expressed enthusiasm to be a member of the community** over and above any benefits gained through affiliation.
- **Meaningful accomplishments** in their lives and **work that demonstrates excellence** in their field and contribute to the community's purpose.
- **Depth of knowledge and expertise** of what high performance is and what it takes to build high-performance organizations, whether through experience in leadership, management, programs, financial health, organizational culture, internal monitoring, external evaluation, or other related disciplines.
- **Ability, willingness, and time to contribute to the community and advocate** its "performance matters" message in their communities and networks.
- **Alignment with community norms** to ensure a reasonable fit with the community's group chemistry and protocols that allow for and encourage dissenting views, independent thinking, and objectivity—always done with respect and courtesy.
 - Ability to separate himself/herself from his/her organization
 - Ability to avoid unreasonably skewing, constraining, biasing dialogue or extreme positions
 - Comfort with constructive conflict and the willingness to respectfully call others out.

These are the heartfelt ties that bind each ambassador within the community.

Improvements to the exploratory invite process allow for a series of focused discussions with candidates and provide a structured way for the candidate and our team to find the mutual match and fit.

Again, we welcome any questions, comments, or suggestions.

Best,

Mario and Leap support team