2025 AHIMA Board of Directors Competencies Developed by the Governance Committee of the Board of Directors

Below are identified competencies that are needed for members considering service on the AHIMA Board of Directors in the roles of AHIMA President/Chair-elect, Director, and Speaker-elect of the House of Delegates. Review this list to identify the preferred competencies for the positions, especially for President/Chair-elect. The Nominating Committee will be assessing nominees based on these competencies.

Consider the following questions as you think about necessary competencies:

- Thinking about the challenges facing the profession, what characteristics, skills, experience, and backgrounds will we need on the Board for the next 3–5 years?
- As we work toward selecting a new strategic plan, what gaps might we need to fill over the next 3 years to help ensure the Board has the skills and expertise to move AHIMA forward with its strategic plan?

Refer to the attached Board composition grid and membership demographics when considering which additional competencies might be needed on the Board in the future.

| Priority Legend | |
|--------------------|---|
| Essential for 2025 | 3 |
| High priority | 2 |
| Expected to have | 1 |

| Competency | Priority |
|--|----------|
| Understanding of and experience with multiple facets of the healthcare ecosystem and the impact on | 3 |
| AHIMA and the HI profession (including policy and legislation, payer experience, HIT experience, etc.) | |
| Innovator, change transformation leader | 3 |
| Strategic thinker; adept at strategic planning | 3 |
| Able to be decisive and comfortable with large-scale decisions that benefit the association and the | |
| profession and be adaptable in decision-making. | |
| Adept at financial planning and understanding and interpreting financial statements | 3 |
| HI Industry knowledge / experience | |
| • Experienced in a field or endeavor that contributes to the disciplines that affect AHIMA and the HI | |
| profession (i.e., advocacy, certification, CDI, coding, compliance, corporate management, | |
| information technology, privacy and security, public policy, revenue cycle, AI, interoperability, | |
| etc.) | |
| Understanding of members' demographics and needs | |
| Knowledge of and experience with mergers, acquisitions, and strategic partnerships | 2 |
| Is a creative problem solver | 2 |
| Has philanthropy/fundraising skills and previous experience working with a foundation | 2 |
| Able to work with diverse groups and ideas in a constructive way; respects diversity and fosters | |
| inclusion | |
| Has previous experience serving on a board | 1 |
| Knows the difference between governance and management; understands role as fiduciaries for the | 1 |
| association | |
| Effective communication and presentation skills | 1 |
| Experience leading and managing teams, ability to work with and be supportive of staff | 1 |
| Knows how to build and cultivate partnerships with stakeholders | 1 |

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| Knows how to be a team player and build consensus through collaboration | |
|---|---|
| Possesses the personal characteristics that are expected of and consistent with being a member of the | 1 |
| AHIMA Board (refer to Board Norms) | |
| Values growth and lifelong learning, particularly covering matters confronting the Board and AHIMA; | 1 |
| acts in the best interests of AHIMA and the profession; accepts that the Board acts/speaks as a whole | |
| rather than as individual Board members; understands the complexity of challenges facing AHIMA | |