



## IPMA-HR President-Elect Application

### Cover Sheet and Instructions

Thank you for your interest in serving as the IPMA-HR President-Elect. The Nominating Committee will develop a slate of candidates. An election in which all voting members of the Association will be able to participate will be conducted. The IPMA-HR President-Elect serves as a member of both the Executive Council and the Executive Committee. The person elected will serve as the 2022 President-Elect and will automatically become the 2023 President.

Please complete and sign the application and submit it along with at least one letter in support of your nomination. Each support letter should be no more than one page in length. The application includes five (5) supplemental questions that need to be answered. The responses to the five (5) supplemental questions should be no more than two (2) pages total for all questions. **All applications, support letters, and supplemental information must be received by IPMA-HR no later than 5:00 p.m., Eastern Daylight Time on Friday, May 21, 2021.** The applications may be submitted by email to Cara Woodson Welch, IPMA-HR Executive Director, [administration@ipma-hr.org](mailto:administration@ipma-hr.org).

### President-Elect Qualifications

Article 10, Section 1 of the IPMA-HR bylaws require that to be nominated and elected as President-Elect, an individual must:

- Be a current individual member or covered staff member of an IPMA-HR agency member and have maintained membership for no less than three (3) years,
- Have demonstrated a commitment to the Association through service at any level, and
- Be willing to contribute actively of time and talents to the objectives of the Association.

In addition, the IPMA-HR Executive Council has established a requirement that anyone seeking to be President-Elect must be currently certified by IPMA-HR as either an IPMA Certified Professional (IPMA-CP) or an IPMA Certified Senior Professional (IPMA-SCP). **This requirement must be met at the time this application is submitted.**

The Nominating Committee has also expressed that candidates must have a professional reputation that enhances IPMA-HR's reputation and strengthens the role of the Executive Council in supporting the vision, purpose and values of the association.

## Desired Competencies of the President-Elect

- Strategic Thinking and Decision Making
- Thought Leader in Public Sector Human Resources.
- Has the capacity to internalize data, recognize the relationships that exist between systems, and integrate these elements into a coherent whole
- Experience on a non-profit Board
- Business experience
- Leadership experience in a non-profit membership association
- Financial knowledge and expertise
- Has the ability to prioritize, manage, and pace complex change.
- Has a history of professional achievement within an organization, or within IPMA-HR, which would enable you to provide context and perspective to the Executive Council.
- Willing to apply your experience to the Executive Council's decision-making process.
- Leads with honesty, integrity, and trust.
- Effectively manages differing opinions and difficult situations. Actively listens to the opinions and ideas of others.
- Respects and values and differences.
- Has the ability to build consensus among diverse groups.

If you have any questions or would like any additional information, please contact Cara Woodson Welch, [administration@ipma-hr.org](mailto:administration@ipma-hr.org) or by phone at 703/549-7100.



**IPMA-HR President-Elect Application**

Name \_\_\_\_\_

Job Title \_\_\_\_\_

Employer \_\_\_\_\_

Work Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

**Employment History (Past Five Years - List Most Recent First)**

Employer \_\_\_\_\_

Job Title \_\_\_\_\_

Employment Dates \_\_\_\_\_

Employer \_\_\_\_\_

Job Title \_\_\_\_\_

Employment Dates \_\_\_\_\_

Employer \_\_\_\_\_

Job Title \_\_\_\_\_

Employment Dates \_\_\_\_\_

## IPMA-HR Activities

Please list below any IPMA-HR committees and taskforces on which you have served and any membership or leadership positions that you have held in IPMA-HR, its chapters, regions or sections.

IPMA-HR/Chapter/Region Leadership Positions \_\_\_\_\_

Dates of Service \_\_\_\_\_

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Dates of Service \_\_\_\_\_

IPMA-HR Committees/Taskforces \_\_\_\_\_

Dates of Service \_\_\_\_\_

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Dates of Service \_\_\_\_\_

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Dates of Service \_\_\_\_\_

## Supplemental Questions

Please respond to these questions on separate sheets of paper and limit your answers to no more than two (2) pages total for all five (5) questions. Please do not include any supporting documentation.

1. Why are you interested in serving as the IPMA-HR President-Elect?
2. What in your experience makes you uniquely qualified to serve as the IPMA-HR President-Elect?
3. How can IPMA-HR address the biggest issues facing the public sector HR community?
4. What leadership qualities would you bring as IPMA-HR President-Elect?
5. What additional information would be useful and relevant to your application?

## **Personal Commitment**

I recognize that service as the IPMA-HR President-Elect in 2022 and as the IPMA-HR President in 2023 will require my participation in numerous meetings plus other activities that will involve travel and absence from the office. I acknowledge that I have discussed this time commitment with my employer and they are supportive of my serving.

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Signature

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Date