

NPCA

President Search

OPEN: 4/1 – 5/17/19

PRESIDENT PROFILE & QUALIFICATIONS

INSIDE THIS PROFILE

1. President Overview
2. Leadership Style
3. Communication Preferences
4. Qualifications
5. Partnership Expectations
6. Compensation & Benefits
7. Submission & Application

“We’re not looking for an association manager.

We’re looking for a partner, who is an association leader.”

PRESIDENT PROFILE OVERVIEW

The position of NPCA President is a high profile executive leadership role that requires sophistication in association leadership, change management, advocacy, people development, and the dynamics of high performance governance and strategic execution.

NPCA, like many associations, is experiencing a generational change in leadership, membership, and staff, which is also occurring during a time of significant business, technological, and societal transition. Therefore, the association’s leadership seeks an entrepreneurial approach to its business model so that NPCA remains sustainable, as they pilot and test new products and services to keep NPCA irresistible and indispensable to the membership.

Being the spokesperson and face of the association to many audiences, comfortable being challenged one-on-one, or delivering a motivational message before thousands is the chameleon nature required of this position. Utilizing persuasion and influence is not only necessary with staff and members, but also with regulators and legislators, while maintaining relationships that flourish across the years.

Empathetic and sincere listening skills, while inspiring a strategic vision that engages a diverse membership, and yet, occasionally requires saying no as NPCA makes tough strategic choices is essential. Relational leadership qualities must accompany the ability to tactically execute strategy, with a team of sharp, staff leaders, who are committed to NPCA and its members.

Leadership Style

The Board of Directors is seeking a leader who is confident in their abilities, but not arrogant in their delivery; comfortable being challenged and artful in their responses; and adept at inquiring but not accusing when seeking further clarification. NPCA has sufficient resources to execute its strategic vision, and like any organization, its focus does not meet the needs of every individual or opinion. Diplomacy, empathetic listening, and authentic caring about members' opinions and input is at the core of being a successful NPCA strategic leader.

NPCA's next President must be outgoing, energetic, enthusiastic, and able to lead, while also walking beside volunteers and staff. A flexible mindset, particularly in a "pilot and test," innovative environment, while still driving to the vision is critical. Patience is key and necessary in a learning organization that is passionate about its members, and yet, recognizes that much will need to be carefully evaluated in the changing environment in which they are operating. The ability to accept and give constructive feedback is essential, as is being studious about learning the industry. Extending trust to create a magnetic desire to partner, while embracing new approaches, will serve the next leader well.

"Our next leader has the opportunity to build upon a solid foundation.

We are excited about executing the next phase of our vision & to find the leader who is as motivated by its possibility as we are."

Communication Preferences

The Board, members, and staff of NPCA are seeking someone with a transparent, open, frequent, and engaging communication style. Clarity and brevity are valued. In person interactions with members at official functions and at their operations is expected in order to continue shaping NPCA and the industry; creating growth in both. The leadership seeks someone who is comfortable with public speaking, video, media, and the spotlight, in order to carry the strategic vision to new heights, handle critical issues, and win hearts and minds.



Qualifications

While not required, the Board would look favorably upon candidates with experience leading associations within the construction, manufacturing, and tangential industries.

Experience leading in a fiscally responsible manner, while overseeing the diverse functions of HR, finance, technology, marketing, membership, meetings, advocacy, education, certifications, standard setting, & etc. is desired.

Specific engagement with government agencies, building strategic alliances, a successful entrepreneurial track record with a marketing orientation, and working with small, family owned businesses, as well as larger corporations, will be essential to the next President's success.

Team assessment, leadership development skills, and staffing alignment with the expectations of the strategic vision are core to the new President's ongoing impact.

Willingness to travel extensively, executive and leadership presence, effectiveness with humility, negotiation skills, a sense of humor, and personal accountability are all valued.

Successful candidates will have a BA/BS. Advanced degrees and a CAE are preferred.

Partnership Expectations

Carmel, Indiana is the NPCA headquarters location. The Board of Directors has determined that the new President's presence in Carmel is essential to this transition's success.

While there is an expectation of significant travel, both in representing the association and visiting members, the Board does value the physical presence of the executive at the office when not on the road.

Relationship building with the staff team will be essential to the success of the next President's leadership and the stellar implementation of the strategic framework for the association's next body of work.

The Board supports the President in maintaining a high performing staff team and recognizes that this may require virtual hires, in order to maintain a high caliber staff in the future.

However, during this critical transition for NPCA, the Board prefers that the next President make the commitment to reside in Carmel, Indiana.



“We believe it’s a privilege to serve the precast concrete association as board members.

We’re excited to identify a leader who feels the same way.”

Compensation & Benefits

The Board of Directors is aware of the ASAE Compensation Survey data and intends to compensate its President within the appropriate range of a trade association of NPCA's size and scope, taking into account experience.

Benefits include health life, disability, & travel insurances; 401(k); vacation, sick, personal, & holidays; & professional development funds.

Should the successful candidate be moving from a radius outside a 45-minute commute, NPCA will cover moving expenses up to a fixed amount, to be discussed during negotiations.

Submission & Application

When considering whether to apply for this leadership opportunity, please review this document, the President's Profile & Qualifications, the Position Description, and NPCA's website – www.precast.org.

Submission requirements are below:

A cover letter detailing your experience's relevance to this phase of NPCA's strategic focus, and your ability to lead as a partner and visionary with the Board, through this critical transition is essential. Please also indicate your required notice period and earliest availability to begin employment.

Please ensure that the accompanying resume includes any specific accomplishments and a measurable track record, as well as the responsibilities of each position.



Deadline: May 17, 2019

Submit To:

CynthiaMills@TheLeadersHaven.com

www.TheLeadersHaven.com

704-604-3005