GROWTH

Expanding the Community Thoughtfully
CRITERIA FOR AMBASSADOR NOMINATION

Candidates have to believe “performance matters”

<table>
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<th>MUST CRITERIA</th>
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<tr>
<td>• Care greatly about changing mindsets and attitudes to improve the impact of the social and public sectors</td>
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<td>• Believe “performance matters” and are passionately committed to the purpose of the community—advancing high-performance organizations</td>
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<td>• Affirm and advocate for the <strong>Performance Imperative</strong>’s definition and seven pillars of high performance</td>
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<td>• Bring deep knowledge and experience in building great organizations capable of achieving meaningful, measurable, and sustainable results</td>
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<th>DESIRABLE CRITERIA</th>
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<tr>
<td>• See value and have genuine interest in participation</td>
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<td>• Able to separate himself/herself from his/her organization</td>
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<td>• Willing to invest time and share candid insights</td>
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<td>• Able to avoid unreasonably skewing, constraining, or biasing dialogue</td>
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<td>• Okay with constructive conflict and willing to respectfully call others out</td>
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<td>• Good fit for the group chemistry and workings of the community</td>
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<td>• Able to effectively convey messaging in support of high performance</td>
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CANDIDATE TRACKING AND NOMINATION

- Identified Candidates
- Ambassador Nominations
- Ongoing Monitoring
- Candidate Vetting
- Growing Community micro-community oversees candidate vetting process
- Ambassador Classes
  - 2019
  - 2018
  - Oct 2016 – Sep 2017
  - Jun 2015 – Sep 2015
  - Oct 2014 – Mar 2015
  - Oct 2013 – Dec 2013
  - Founders Class – Jan 2013

Ambassador Talent Pool

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CANDIDATE VETTING

Process drives candidate identification, nomination and vetting

Ambassadors nominate Candidates → Background Scan (Leap team) → GrowCom micro-community review → Community vetting of candidates → Questions / issues resolved → Class ready for invitation

Ambassador Talent Pool
CANDIDATE INVITE AND ONBOARDING

Exploratory invite extended
Interest & fit confirmed
Criteria confirmation & fit discussion
Confirmation of acceptance

Invitation and onboarding process ensures good fit and allows for assimilation into community

Ambassador Talent Pool
WELCOME ABOARD!
GUIDELINES TO ENSURE BROAD DIVERSITY

Geographic -- while growing ambassadors clusters in major metro areas (Community is U.S.-centric, with global representation)

Race, age, ethnicity, gender

Role and experience balance
  • Preference is for individuals in leadership position
  • Secondary need to bring along next generation of leaders and those in lead staff roles with “in the trenches” experience and the time to proactively engage

Domain – grow beyond human services concentration
  • Faith-based
  • Healthcare
  • Education
  • Federal agencies
  • Municipal, state agencies
  • Public policy

Discipline to ensure in-depth experience in each of the seven pillars of high performance
Grow clusters of ambassadors in major metropolitan areas for increased connectedness and opportunity for place-based activity. Primarily U.S.-centric with mutual benefit from global participation.
ROLE AND EXPERIENCE DIVERSITY

Area of Work

- 01-Association/Coalition
- 02-Business
- 03-Consultants/Advisors
- 04-Education
- 05-Faith based
- 06-Funder
- 07-Nonprofit delivery/advocacy
- 08-Policy maker
- 09-Product vendor
- 10-Public agency-Government
WE NEED THE RIGHT PEOPLE …

… to come together in community to trigger a mindshift within a vital core of the social sector to accept that mission and performance are inextricably linked

“The idea for which this nation stands will not survive if the highest goal free man can set themselves is an amiable mediocrity. Excellence implies striving for the highest standards in every phase of life.”

— John W. Gardner