

Key attributes & characteristics for HIVMA leadership

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IDSA and HIVMA have long been committed to the principles of inclusion, diversity, access and equity but recently have strengthened our commitment to integrating these principles throughout our processes. As part of implementing these principles in governance, the IDSA and HIVMA Leadership Development Committees have created a model representing characteristics for leaders to strive for and develop. Our goal is to provide transparency, clarity and insight into the leadership selection process, understanding that not all attributes are measurable. Throughout our governance, we aim to represent the diversity of the infectious diseases and HIV specialist clinician, researcher and public health communities and of the patients they serve.

Members on the *Leadership Track* have the knowledge and skills to:

- **Think innovatively:** Generate and encourage new ideas and develop tangible strategies to implement new initiatives.
- **Exhibit sound decision making:** Remain objective in analyzing complex and ambiguous situations.
- **Manage group dynamics and discussions effectively:** Maintain an open, collegial atmosphere while keeping group discussions focused.

Members on the *Chair Track* have the knowledge and skills to:

- **Display leadership presence:** Project calm, confidence and poise under a variety of circumstances.
- **Think strategically:** Anticipate future trends and translate vision into clear and obtainable strategies.
- **Lead and manage change thoughtfully:** Influence others and build coalitions to support key initiatives.