

## **1.11 Policy on Leadership**

### Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc., to attract and retain qualified and committed members of the Board of Trustees and senior staff to be responsible for providing governance and administration to ensure effective leadership and the stability necessary to achieve the agency's mission.

### Procedure:

As outlined in the bylaws, the Board of Trustees is the governing body responsible for setting and administering agency policy. The Board of Trustees provides leadership, guidance, and support in promoting the purpose and mission of Licking/Knox Goodwill Industries, Inc.

Persons employed by Licking/Knox Goodwill Industries, Inc., to provide management services shall exhibit excellent leadership skills. They shall evidence a commitment to organizational planning and person-centered planning, and they shall solicit input from affected staff members and persons served prior to making decisions, whenever possible. Further, they shall represent the agency in a positive manner, both in the local community and in any statewide activities in which they are engaged. They shall participate in training that will enhance and improve leadership skill.