

ORGANIZATIONAL STRATEGY & PLANNING COUNCIL (OSPC) MEMBER POSITION DESCRIPTION

OSPC Purpose & Mandate:

Purpose: The purpose of the OSPC is to provide strategic expert advice and guidance to the Board on organizational structure and the future of the organization, and member leader accountability and feedback, and to act as a liaison between the Board and EO's Senior Leadership Team ("SLT") to facilitate effective and compliant implementation of the Board's strategy and directives by the SLT. The Council aims to ensure the Board is fully informed and equipped to make decisions that provide EO-member leaders and staff with the structure, support, and guidance needed to operate at the highest level.

Mandate: The OSPC shall provide expert advice and guidance to the Board, and as required, to EO's SLT on the following topics:

Strategy and Planning

- Lead organizational strategic planning efforts, as directed by the Board.
- Oversight, performance monitoring, and other activities as required to support and coordinate annual, multi-year, and other initiatives from change projects, working groups, Task Force Teams, Ad-hoc Committee, and/or any other applicable EO structures, with regular reporting to the Board.
- Monitor and advise on the multi-year planning process, to include submitting proposals for the recommended multi-year plan to the Board for its approval, and monitoring progress during the creation of 3-year plans, with regular reporting to the Board and final approval authority reserved by the Board.
- Monitor and advise on the annual planning processes to ensure adherence to process requirements and board approved strategies and directives.
- Monitor the submission and content of Quarterly Accountability Reports ("QPAR"), and support Tier 1 member leaders and staff in identifying areas for improvement, escalating challenges, and issues to the Board as required by the Board, and the SLT when appropriate.

Organizational Structure

- Provide advice and guidance to the Board on EO's operating model and its function in support of EO's mission, vision, and goals, including, without limitation:
 - Organizational structure (e.g., Regions, Portfolios, Committees)
 - Definition of key roles
 - Critical processes
 - Decision making processes
- Monitor organizational structure (Regions, Portfolios, Committees), review proposed changes to the structure, and make recommendations to the Board for approval for improvements based on best practices, feedback from members and staff, and the evolution of EO's needs.
- Serve as a resource for member leaders and staff to provide feedback on pain points in the current structure that hinder team effectiveness and recommend solutions to the appropriate decision-making authorities.

Leadership Support

- Leadership Culture Guidance. Support member leaders by cultivating a defined leadership culture that reflects principles of collaboration, co-creation, and values-driven behavior.
- Path of Leadership Monitoring and Recommendations. Provide recommendations for strengthening PoL, including accountability, feedback, and recognition mechanisms that support effective leadership growth.
- Stakeholder Collaboration Advice. Facilitate communication and collaboration among different stakeholders, ensuring that their perspectives and needs are integrated into the organization's development plans.



Available roles:

Leadership and Strategic Meetings Partner:

This role serves to coordinate with the OSPC Chair and EO staff to develop and deliver content for member leader onboarding, and organizational planning, strategy and other related meetings

Path of Leadership Partner:

This role serves to monitor and advise on EO'S Path of Leadership ("PoL") process and onboarding, ensuring a continuous feedback loop to PoL participants across portfolios, Regions and Standing Committees

Tier 1 Alignment Partner:

This role serves as a strategic partner to the chairs and liaisons in the regions, portfolios and committees, providing support in identifying and addressing roadblocks to enhance organizational efficiency

Ad-Hoc Roles (2):

These roles serve needs that the current roles do not oversee. There will be up to 2 ad-hoc roles selected as needed.

Qualifications:

- Has served as a Tier 1 leader
- Must be a member in good standing
- Has sufficient current familiarity with EO's operating model and strategic goals.
- Must showcase EO's core values in their leadership
- Must be aligned with EO's purpose and ambition

Selection & Duration of Leadership Service :

- All candidates must follow EO's path of leadership process.
- The OSPC Chair selects the Tier 2 appointments
- The official term is one fiscal year (1 July to 30 June) and may be extended to two years.

Applying and accepting a PoL role may require that you step away as an EO trainer or facilitator. Per EO's Conflict of Interest Policy, Tier 2 and Tier 3 member leaders will be reviewed on a case-by-case basis to determine potential conflict of interests under the policy. For questions, please contact pol@eonetnetwork.org