

LEADERSHIP DIRECTOR

Purpose:

The aim of the Leadership Director is to drive, promote and develop leadership within the region. The Leadership Director acts as the primary resource to the region for oversight of regional initiatives that pertain to leadership, such as the Path of Leadership and Leadership Training programs. Leadership Directors are part of the regional council, and responsible for the delivery of initiatives outlined in the regional action plan. The Leadership Director will work in consultation with the Leadership Development & Training Portfolio for strategic advisory on their region's leadership initiatives and programs.

Qualifications:

- Must be an EO qualified member in good standing
- Has previously served in a Tier 2 role on the Regional Council for at least one term
- Has attended a global or regional leadership development driven program such as RLA/GLA or GLC
- Must have served in at least 3 roles at the chapter board level
- Must be aligned with EO's purpose, ambition and core values
- Has an unwavering passion to impact the region through EO Leadership
- A servant leader who is respected by peers and exemplifies the EO Leadership Principles

Roles & Responsibilities:

- Develops strategy and implements activities around building PoL awareness within the region, aiming to build a pipeline of diverse leaders and increasing the number of qualified PoL applications over time
 - Identifies PoL gaps and motivates applicants to apply ensuring all Tier 1, Tier 2 and Tier 3 roles are filled
 - Promotes the PoL application process and deadline, creating excitement for members to apply
 - Working closely with the Regional Chair and Regional Director, lead a yearly re-evaluation of regional PoL roles:
 - Determines if any new role requests are warranted and working closely with the Regional Director to submit those requests by 1 February of each year.
 - Determine if any current roles are no longer needed, if role descriptions should be updated/tweaked and communicate these needs/updates to the PoL team prior to each PoL cycle opening.
 - Assists Area Directors and Chapter Presidents in developing sustainable leadership succession plans
 - Identifies and implements solutions for regional leadership challenges and roadblocks.
 - Identify and encourage well-qualified Chapter Board members to apply for Tier 3 roles
- Curates leadership training and learning opportunities
 - Promotes and communicates Tier 1, Tier 2 and Tier 3 training
 - Works with the Regional Council to incorporate leadership content into regional meetings, such as Leadership Summits, Presidents Meetings and Alignment meetings.
- Supports Leadership Academies
 - Promotes Leadership Summits, Global Leadership Academy and Regional Leadership Academy
 - Holds the role of RLA Chair or nominates a chair if there is no previous RLA experience
 - The Leadership Director will ensure that no versions of existing Leadership Programs such as Leadership Academies are conducted in the regions without consultation of the Leadership Development and Training Portfolio.
- Assists the council with other planning and execution duties, as required.
- Proactively collaborates and engages with other Multifunctional Directors and Area Directors
- Provide ongoing regional feedback to the Leadership Development & Training Portfolio

Term and Time Commitment:

- One fiscal year, with the opportunity to reapply for a second term
- Some duties may be required in advance of the fiscal year (prior to 1 July)
- Monthly one-hour Regional Council calls
- Monthly calls and routine touch points with the Leadership Development and Training Portfolio for alignment and guidance
- One day in-person attendance at the Regional Council Meeting

- Attend the Global Leadership Conference
- In-person participation at the annual regional Presidents' Meeting
- In-person participation at Leadership Development and Training Portfolio meetings as required.
- Other chapter, global or regional event attendance as required.



Performance Outcomes (What Success Looks Like):

- Optimize the number of qualified Tier 3 applications year-over-year according to each region's PoL goals.
- All approved Tier 1, Tier 2 and Tier 3 regional PoL roles are filled by qualified candidates prior to cycle deadlines.
- A documented and sustainable leadership succession pipeline exists at the regional and chapter board levels.
- Well-qualified Chapter Board members are actively identified and encouraged to pursue Tier 3 roles.
- Regional PoL roles are annually reviewed, refined, and submitted on time using standardized templates.
- No regional leadership programs are conducted outside of LD&T alignment and consultation.
- Increased awareness of Path of Leadership opportunities across the region.
- Strong attendance and engagement at Leadership Summits, Academies, and training programs.
- Leadership content is consistently incorporated into Regional Council meetings and Presidents' Meetings.
- Timely communication of application deadlines, role updates, and training opportunities
- Communicate using the PoL guidelines and processes provided in EO's P&Ps
- Proactive identification and resolution of leadership gaps or regional roadblocks.
- Clear documentation of learnings and transition materials to ensure smooth succession

Leadership Competencies & Skills You Can Gain in This Role:

- Enhanced strategic thinking through participation in high-level planning or decision-making.
- Greater confidence in public speaking and presentation delivery.
- Strengthened cross-cultural leadership and collaboration skills.
- Broader understanding of EO governance and global operations.
- Improved facilitation, coaching, or mentoring capabilities.
- Expanded global peer network and exposure to diverse perspectives.
- Hands-on experience managing complex projects or initiatives.
- Increased adaptability and resilience through leading in dynamic environments.
- Recognition and visibility within EO's leadership pipeline.
- Skill-building in conflict resolution, influence, and consensus-building.
- Learn how to lead other leaders - from a position of accountability, not of authority that we are used to in our businesses
- Learn from the diversity and complexity of an organization with a presence in 60+ countries. You'll expose yourself to diverse cultures and how EO works differently across chapters
- Meet EOers of a very high caliber in regional and global roles, and much more diverse than in your chapter

Applying and accepting a PoL role may require that you choose between the PoL role and being an EO trainer or facilitator. **Per EO's Conflict of Interest Policy, Leadership Directors may not serve as Strategy Summit Facilitators and RLA or GLA Formators.** For questions, please contact pol@eonetwork.org

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