

ORGANIZATIONAL STRATEGY & PLANNING COUNCIL (OSPC) CHAIR 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.



Duties:

- Direct the OSPC and serve as a resource for EO members and staff to provide feedback on organizational roadblocks.
- Prioritize and escalate reported roadblocks to the appropriate bodies for resolution.
- Maintain a deep understanding of the multi-year, annual, change, and pilot work happening across the organization.
- In partnership with EO staff, monitor and advise on the annual planning and reporting process to support the organization's goals, with regular reporting to the Board on such activities.
- Develop, recommend, and submit multi-year planning processes to the Board for approval, followed by active monitoring of Board approved process progress during the implementation of three (3) year plans.
- Review and report to the Board on the success of existing plans, providing the Board with insights and recommendations for improvement before engaging in efforts towards the development and proposal of subsequent plans.
- Monitor the output of the quarterly report and executes experience sharing around pain points and wins;
- Recommend future change projects and pilots to the Board in support of EO's approved strategic direction; and
- Serve as the lead of the Change Project Review team, to align with existing standard operating procedures, and with reports to the Board on the outcome and results of the Change Project Review team's work.

Qualifications:

- Must be a member in good standing
- Must have served as a Global Board member or Tier 1 leader
- Must have extensive leadership experience within EO and familiarity with EO's organizational structure and strategic goals.

Selection & Duration of Leadership Service :

- All candidates must follow EO's path of leadership process.
- Appointment to the position of OSPC Chair is subject to the standard Path of Leadership process applicable to Tier 1 member leaders.
- The term of the OSPC Chair is one (1) year, subject to ratification by the Board.
- During the PoL process to select an OSPC Chair-Elect, those currently serving in the role of OSPC Chair may be requested to extend their term for additional one (1) year terms, not to exceed three (3) years in total.

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, Tier 1 leaders cannot serve as Trainers or Facilitators in ANY capacity during their tenure.** For questions, please contact pol@eonetwork.org

