



## Women's Council of REALTORS® Annual Leadership Commitment & Acknowledgment

### Purpose

Leadership within the Women's Council of REALTORS® is both a privilege and a responsibility rooted in service to our members. This Annual Leadership Commitment reaffirms the shared values, leadership behaviors, and communication standards expected of those entrusted to lead, and supports a culture where members, leaders, and networks are respected, protected, and able to thrive.

This Commitment complements and reinforces the Women's Council Code of Conduct and Consent to Serve and is required annually of all leaders serving at the local, state, and national levels.

### Annual Leadership Commitment

#### **Uphold Our Governing Standards**

I acknowledge that I have reviewed, understand, and agree to uphold the Women's Council Code of Conduct and Consent to Serve, recognizing these documents establish consistent leadership standards across the organization.

#### **Lead with Integrity and Professionalism**

I commit to conducting myself with integrity, respect, and professionalism, understanding that my words and actions reflect on the Women's Council, its leadership, and the members we serve.

#### **Commit to Healthy, Member-Focused Communication**

I commit to communication practices that strengthen trust, alignment, and collaboration, including:

- Engaging in direct, respectful, and timely communication
- Using appropriate leadership channels to raise questions or concerns
- Avoiding triangulation or back-channel discussions that create division
- Supporting transparency and open dialogue that advances the mission and serves our members

#### **Practice Healthy Dissent with Alignment**

I understand that diverse perspectives are encouraged prior to decisions. Once decisions are made, I commit to unity, alignment, and respectful support of agreed-upon direction in service to our members and the organization.

#### **Embrace Accountability as a Leadership Responsibility**

I recognize that accountability is an essential component of leadership. I understand that failure to uphold this Annual Leadership Commitment, the Code of Conduct, or the Consent to Serve may impact leadership eligibility, in accordance with established governance processes.

### Annual Affirmation

Name:

Leadership Role:

Level (Local / State / National):

Term / Year:

Signature:

Date: