

Leadership Competency Framework Worksheet

1. List your organization's mission, vision, and values.
2. List the key components of your culture.
3. Ask the difficult questions:
 - How is your external environment changing?
 - What internal challenges are mirroring the external changes?
 - What are the gaps between where we are and where we want to be?
 - How will we know that we are successful in achieving our mission?
 - What challenges might be just beyond the horizon?
 - What are your succession planning priorities?
4. Select the Leadership Competencies (at least one from each area, but no more than three) that align with the achievement of mission, and organizational culture, and can meet your current and future challenges:

Leading Change

- Creativity and Innovation
- External Awareness
- Flexibility/Adaptability
- Resilience
- Strategic Thinking
- Vision

Leading People

- Conflict Management
- Leveraging Diversity
- Developing Others
- Team Building

Results Driven

- Accountability
- Customer Service

- Decisiveness
- Entrepreneurship
- Problem-Solving
- Technical Credibility

Business Acumen

- Financial Management
- Human Capital Management
- Technology Management

Building Coalitions

- Partnering
- Political Savvy
- Influencing/Negotiating

Core Competencies (typically not included in a leadership development program as they should be present)

- Communication Skills
- Integrity/Honesty
- Commitment to Self-Development

5. Next group the competencies in the following areas:

