



**Performance Based
Leadership Competencies**

Leadership Competencies

Leadership Competencies are the additional attributes, skills, knowledge, and behaviors that are considered essential for employees in leadership positions.



Leadership Competencies

For leaders the number of Leadership Competencies can be either 4 or 7, depending on their job.



Leadership Competencies

Leadership competencies are optional or mandatory assigned by reviewers for employees depending on their job.



Leadership Competencies

Intermediate

- Leadership
- Managing People

Sup. Assessment

- Coach & Develop Talent
- Direct Staff & Delegate
- Lead and Inspire
- Lead Proactively

Mgmt. Assessment

- Foster Innovation
- Model Open Communication
- Foster Teamwork & Collaboration
- Influence Others
- Inspire Trust
- Manage & Develop Talent
- Manage Execution

Leadership Competencies

As with Performance Competencies, each Leadership Competency has a set of elements, which are used to clarify expectations. The purpose of these elements is to:

- Provide clarity to employees as to what it is expected from them.
- Reduce subjectivity in rating.
- Reduce conflict when discussing performance.
- Encourage consistency in ratings across the company.
- Identify improvement actions

