



# Developing Leadership Competencies

The following section is a guide to the different resources and learning strategies available to you for each of the 14 leadership competencies. Competencies can be defined as a combination of observable and applied knowledge, skills and behaviours that are important for the success of the organization and personal performance. We recommend that you focus on two or three competencies that you believe need the most development.

## KEY PRINCIPLES OF ADULT LEARNING

Before you embark on your journey into learning, you may wish to review this summary of key findings on how adults best learn.

<b>Adults must want to learn.</b>	You will learn more effectively only if you really want to learn/change.
<b>Adults learn best by managing their own learning.</b>	The more decisions you make around your own learning strategies, the more likely you will be motivated to get the most out of the learning experiences.
<b>Adults learn in different ways, depending on their background and preferred learning styles.</b>	You will benefit from understanding how you best learn.
<b>Adults learn by doing.</b>	You will learn more effectively through action learning - dealing in real time with a problem that has no preset solution (on-the-job actions, highly interactive courses).
<b>Adults learn by evaluating their own progress.</b>	Measure and note your progress.
<b>Adults learn by using a variety of learning methods.</b>	Access different learning strategies: readings, on-the-job challenges, mentors, coaches, formal learning courses, learning journals, videos, assessment tools.