

## Appendix B: Definitions of Qualifications

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- EX 1-2**
- Creates and sustains a work environment conducive to teamwork.
  - Involves people in decision making.
  - Allocates resources to training and development.
  - Delegates to staff while being held accountable for results.
- EX 3-5**
- Creates and instils a vision, a set of values and an organizational climate in which objectives can be achieved.
  - Ensures that employees are trained and developed to meet the short- and long-term needs of the Department.
  - Gains and sustains the support of the management team for strategies that realize the vision and values of the Department.
  - Is accountable for the effectiveness of the Department's operations.