



Developing Leadership Competencies

9. PARTNERING

Competency Descriptors by Level

Supervisor

- Determine how expertise will be shared with external partners
- Monitor working relationships with partners

Middle Manager

- Recognize opportunities to enhance outcomes through partnerships
- Make progress on joint projects
- Recommend when adjustments, fine tuning or termination of partnerships is required

Director

- Create positive relations with partners
- Ensure smooth ongoing relationships with partners
- Keep senior management informed of potential new alliances and progress on current partnerships
- Identify beneficial alliances for own sector

Director General

- Identify strategic partners within target organizations
- Sponsor, negotiate and take the necessary steps to finalize partnerships
- Align systems to facilitate partnerships



On-the-Job Actions to Develop in Partnering

- Seek an assignment in a policy development function where intergovernmental negotiation and/or public consultation is required.
- Join industry and public service organizations in your area of expertise and take all available opportunities to attend meetings and conferences.
- Meet with potential partners in informal settings. Begin to explore on a non-directive basis those ideas that will help you help them