



Developing Leadership Competencies

1. VISIONING

Competency Descriptors by Level

Supervisor

- Align work activities and the people in the working group with the vision
- Identify the effects that change will have on members of the working group

Middle Manager

- Align the projects and the people with the direction of the sector
- Incorporate organizational change into projects
- Promote the benefits and set an example of necessary change
- Identify the practical steps and timeframes for the implementation of change

Director

- Use the organization's vision as a compass for decision making in the sector
- Support organizational vision by aligning the sector's direction to complement it
- Realign work activities, processes or positions with changes in the organization
- Promote commitment in others to the vision or changes in the vision

Director General

- Influence the internal climate and culture of the directorate
- Translate the vision for others, both within and outside the organization
- Identify key elements of the vision and their major implications for the directorate
- Ensure that the necessary structures, processes and systems are in place to facilitate the desired change and results

On-the-Job Actions to Develop in Visioning

- Seek a "fix it" assignment where the mandate and mission of