

Leadership Competencies

Being Inspiring

To generate a sense of purpose for the work done by the organization through:

- instilling enthusiasm, loyalty and commitment among team members at all levels of the organization;
- inspiring, motivating and guiding others toward organizational goals and objectives; and
- setting an example for others by behaving in ways that are consistent with espoused beliefs and values and the organization's vision and direction.

Using Organizational Know-How

To be aware of organizational practices and priorities, and to be able to position plans and strategies accordingly by:

- being attuned to internal "politics" and alert to changing dynamics within organization;
- forging links with other departments and establishing useful supportive networks;
- having knowledge of and experience in a range of different functions; and
- taking account of all functions when developing strategy and plans.

Interpersonal Competencies

Respecting Others

To develop and maintain smooth, cooperative working relationships by:

- showing consideration, concern and respect for others;
- actively trying to understand their thoughts, concerns or feelings even when these are unexpressed or poorly expressed;
- demonstrating interest in others' opinions; and
- being sympathetic to and tolerant of differing needs and viewpoints.

Being a Team Player

To contribute to group objectives in a team environment through:

- cooperating and interacting well with others;
- working collaboratively as opposed to competitively with others; and
- acknowledging diverse opinions, addressing relevant concerns and working towards consensual solutions that enhance the output of the team.