Leadership Competencies

Evaluations Scale: 1 Low competence to 6 High Competence			
SELF RESILIENCY			
Leverages a personal mission to stay the course during times of change			
Adopts and maintains an empowered attitude in the face of adversity			
Able to navigate change personally using attitude and focus			
Chooses to find time to process, review and think to improve resiliency			
Identifies her personal values, purpose and vision and explores their interplay and alignment with her actions as a leader			
Designs a strategy for receiving honest feedback regarding her leadership style form those within her leadership sphere			
Builds her own personal brand as a leader			
EMOTIONAL STRENGTH			
Grows self-awareness of emotions to improve decision making			
Seeks to grow performance through a clear understanding of EQ, cognition, behaviors, motivators and competencies			
Assesses her personal strengths and areas for development around her emotional regulation			
Manages emotions to work through conflict constructively			

Leadership Competencies

Evaluations Scale: 1 Low competence to 6 High Competence			
TEAM VISION, MISSION AND VALUES			
Gains new insights and different perspectives on vision as a process			
Learns and explores the power of compelling vision			
Applies vision as a management tool in an unpredictable world			
Creates a business unit vision via a co-creation process			
Aligns business unit visions with the larger organization			
Enrolls stakeholders in the business unit vision			
Converts vision into action			
Enacts the leadership role of vision keeper			
Aligns decisions with needs of business and organizational/team values			
COMMUNICATION SKILLS			
Is clear as to the intentions of her communications			
Recognizes the two messages comprising every communication			
Selects the appropriate communications channel for sending messages			
Manages interference for clear communication			
Strengthens her presentation performance			
Practices multiple levels of listening			

RUSSELL MARTIN & ASSOCIATES

Leadership Competencies

Evaluations Scale: 1 Low competence to 6 High Competence			
COACHING IN THE MOMENT			
Motivates employees to high performance at all times			
Coaches for development and improved performance			
Manages with appreciation/respect for diversity of individual values and needs			
Delegates tasks as needed and with awareness of employee development opportunities			
Identifies the key elements of healthy relationships			
EMPATHY TO MOTIVATE			
Manages her own personal leadership transformation			
Develops strategy for leading individuals with different change styles			
Builds the skills necessary for leading change			
CUSTOMER FOCUS			
Understands and applies customer needs and expectations			
Gathers customer requirements and input			
Partners with customer in gathering requirements, maintaining communication flow and managing work			
Sets and monitors performance standards			
Demonstrates ability to ethically build support for a perspective she feels strongly about			

Leadership Competencies

Evaluations Scale: 1 Low competence to 6 High Competence			
CRITICAL THINKING			
Thinks in terms of the entire system and the affects and consequences of actions and decisions (holistic view)			
Operates with an awareness of marketplace competition and general landscape of related business arenas			
Possesses general business acumen - functions of strategic planning, finance, marketing, manufacturing, R&D, etc.			
Makes timely decision in alignment with customer and business pace			
INNOVATION			
Builds a flexible thinking approach to challenges			
Balances the modes of 'doing' in the present, plans for the future and processes learning from the past			
Recognizes and seizes the opportunities hidden within challenging situations			
Manages risk versus reward and ROI equations			
Balances established standards with need for exceptions in decision-making			

Leadership Competencies

Evaluations Scale: 1 Low competence to 6 High Competence			
PROJECT LEADERSHIP			
Builds cohesive teams with shared purpose and high performance			
Sets, communicates and monitors milestones and objectives			
Gains and maintains buy-in from sponsors and customers			
Prioritizes and allocates resources			
Manage multiple, potentially conflicting priorities across various / diverse disciplines			
Creates and defines systems and processes to translate vision into action			
Maintains as effective, interactive and productive team culture			
Manages budget and projects progress			
Gathers and analyzes appropriate data and input and manages 'noise' of information overload			
MANAGING CHANGING ROLES			
Reinforces accountability through clear goals and feedback			
Creates and holds a vision as a guide through uncertain times			
Utilizes a process for effective decision-making and establishment of priority actions			
Selects appropriate staff to fulfill specific project needs and responsibilities			
Understands the essential nature of strong relationships for effective leadership			
Maps the human journey of transition			
Assesses the challenges of the transitional journey			

RUSSELL MARTIN
& ASSOCIATES

Leadership Competencies

Evaluations Scale: 1 Low competence to 6 High Competence			
TRUST			
Develops strategies for building trust as the foundation of strong relationships			
Applies effective communication strategies as an expression of interpersonal caring			
Builds kills for more effective conflict management			
Recognizes and leverages the value of individual diversity			