

Leadership Competencies

Create Your Vision | *What kind of leader do you want to be?*

Competency	Definition	Behavior
Leadership	<i>The act of influencing the team and client toward Success.</i>	<ul style="list-style-type: none"> Leaders focus on leading people, not just managing the project, process, or task. Leaders see themselves as the CEO of the assignment. Leaders don't suffer from victim mentality, they see themselves as leaders.
Success	<i>The achievement of agreed-upon outcomes and business impact.</i>	<ul style="list-style-type: none"> Leaders are constantly discussing and getting buy-in on the definition of Success. Leaders connect the team to the vision of the assignment. Leaders have passion for the goals of the assignment and exude that passion wherever they go.
Balance & Agility	<i>Being balanced, agile, and responsive to the needs of the team and client.</i>	<ul style="list-style-type: none"> Leaders strive for balance between competing forces that impact the team. Leaders utilize situational leadership when choosing the leadership style they will deploy.

Develop Your Core Leadership Engine | *How do you relate to others?*

Competency	Definition	Behavior
Credibility	<i>The quality of being authentic and believable.</i>	<ul style="list-style-type: none"> Leaders establish credibility quickly to be effective. Leaders will extend their credibility for others on their team. Leaders are vulnerable, present, and competent to establish their credibility.
Relationships	<i>The way in which people connect to each other.</i>	<ul style="list-style-type: none"> Leaders extend themselves outwards to connect with teammates. Leaders genuinely care about the people on their team. Leaders will listen more than they talk to ensure others are heard and connected to.
Trust	<i>Reliance on a person's integrity, ability, and character.</i>	<ul style="list-style-type: none"> Leaders will trust others first, having faith in their teammates. Leaders focus on eliminating any Say/Do gaps to earn trust. When trust is broken, leaders apologize, outline a corrective course of action, and get it done.
Influence	<i>The ability to affect someone's behavior in the direction of Success.</i>	<ul style="list-style-type: none"> Leaders work hard to gain influence with others through their relationships and performance. Leaders use their influence for the benefit of the team, not themselves. Leaders gain influence when they are seen as "Servant Leaders".
Executive Presence	Communicating the right things at the right time, for the right reasons.	<ul style="list-style-type: none"> Leaders are confident, competent, courageous and in command of the situation. Leaders do not confuse power with authority as they communicate effectively. Leaders are fully present when in front of others.

Deliver Your Assignment Successfully | *How do you make it happen?*

Competency	Definition	Behavior
Accountability	<i>The emphasis on responsibility that drives teams and clients towards Impactful Execution.</i>	<ul style="list-style-type: none"> • Leaders hold themselves accountable first. • Leaders create an accountability culture within the team. • Leaders have "difficult conversations" when it is necessary.
Impactful Execution	<i>The combination of getting things done and doing the right things while focused on Success.</i>	<ul style="list-style-type: none"> • Leaders get things done and execute. • Leaders build a team oriented culture where the team wants to get the tasks done, now • Leaders focus on getting Stakeholder input and team buy-in to execute at a high level.
Overcoming Challenges	<i>Removing the obstacles, ambiguity, and issues that hinder progress.</i>	<ul style="list-style-type: none"> • Leaders set the tone for the whole team with the right mindset when faced with a challenge. • Leaders will pause, analyze, and assess a challenge before jumping in and attempt to solve it. • Leaders work hard to bring clarity to situations that are filled with ambiguity.
Ownership	<i>The distinct point when you claim the project, process, task as completely yours.</i>	<ul style="list-style-type: none"> • No excuses, no pointing of fingers, no defeatism, just plain and simple ownership for everything about the project. • Leaders go beyond accountability for tasks, schedule, and budget to deliver. • Leaders see the bigger picture and the "WHY" of the assignment. • Leaders engage the team and instill a sense of ownership within them.

Develop Your Leadership Network | *Where do you want to invest?*

Competency	Definition	Behavior
Innovation	<i>The activation and implementation of creativity.</i>	<ul style="list-style-type: none"> • Leaders foster an innovative culture/environment within the team. • Leaders exhibit an innovative attitude and thought process.
Leader As Change Agent	<i>Transforming the current state while being a client advocate and project/process/task evangelist.</i>	<ul style="list-style-type: none"> • Leaders act as the advocate for the Client with the Team. • Leaders own all the changes that a project/process/task entails. • Leaders have empathy towards those end users in the Client environment. • Leaders overcome resistance to change within the team and the client.
Leader As Coach	<i>Be a catalyst for the growth and leveraged impact of others.</i>	<ul style="list-style-type: none"> • Leaders seek to understand first by asking open-ended questions. • Leaders invest time into the growth and development of others. • Leaders see the long-term value of teammates.
Leadership Legacy	<i>The lasting contribution to others after the assignment is over.</i>	<ul style="list-style-type: none"> • Leaders invest into others, their relationships, their coaching, and their development. • Leaders are asked to run the next BIG project/process/task. • Leaders develop other leaders.