



Leadership Competencies

Leadership & Support	Change Management	Communication & Interpersonal Skills	Technical Capacity
Effectively influences, directs, challenges, drives and encourages others beyond their comfort zone. Helps and assists others in both personal and professional development. Leads by example, accepts responsibility for team and drives team strategy.	Seeks change opportunities and drives change initiatives. Encourages, sells and advocates change. Coordinates change on behalf of the team.	Communicates clearly and effectively. Actively listens, and conveys information in a positive and timely manner. Demonstrates the ability to operate within the organisation through communication and interaction. Can relate to others & build relationships.	Demonstrates expertise within own role and displays an ability to carry out requirements of the role with necessary skills. Has an operational focus and understands required tasks and outcomes.
Responds Appropriately to Change	Strives to Achieve Results	Team Orientation	Political Awareness
Embraces, accepts and integrates change. Has a positive attitude towards change and is open to the change processes that are presented to them. Is a trusting and willing change participant.	Displays concerted effort to reach outcomes and deliver results. Tracks progress and demonstrates a focus on achievement. Focuses on achieving results at both the individual and team level.	Displays commitment to success of the team and ability to identify and understand the strengths and weaknesses of team members. Fosters relationships and encourages support amongst team members.	Understands the environment within which the position operates and demonstrates an ability to manage this and respond to any changes. Displays political awareness, capacity to adapt to political reality and ability to interpret for others.
Innovation & Vision	Collaboration & Consultation	Organisational & Community Awareness	<p><i>Our leaders are role models.</i></p> <p><i>Every leader is expected to demonstrate and develop these skills and attributes to bring out the best in their people and to deliver exceptional customer service.</i></p>
Forecasts, plans and focuses on the future. Shows a commitment to the team and the organisation's success. Initiates new ways of doing things and presents new ideas.	Seeks advice from and works in partnership with colleagues. Adopts an inclusive and collegiate approach. Shares ideas, information and resources. Is available to meet and consult on issues, is receptive to feedback.	Displays a commitment to the bigger picture internal and external to the organisation. Keeps abreast of industry and market trends. Understands the culture of the organisation and works beyond own role and Directorate	