## Authentic Leadership Competencies

February 2015

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<tr>
<th>Teamwork</th>
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*An authentic leader will demonstrate an ability to:*

- Identify, apply and practice the principles of effective teamwork;
- Collaborate effectively and delegate appropriately; and
- Share knowledge, responsibility, decision-making, and recognition.

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<tr>
<th>Emotional Intelligence</th>
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*An authentic leader will demonstrate an ability to:*

- Be self-aware, including an accurate view of self and impact on others, as well as socially aware while cultivating self-management and relationship management skills;
- Grow and develop as a leader through feedback and on-going learning; and
- Use individual growth and development to effect positive change in the organization.

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<tr>
<th>Business Acumen</th>
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*An authentic leader will demonstrate an ability to:*

- Recognize institutional structures, processes and policies;
- Dissect industry and institutional challenges, trends and developments;
- Evaluate and use relevant industry and institutional information to address challenges; and
- Identify economic and financial information for budgeting and forecasting.

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<th>Strategic Thinking</th>
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*An authentic leader will demonstrate an ability to:*

- Plan and articulate a focused and compelling strategic direction;
- Initiate and/or champion innovation.
- Develop internal and external strategic partnerships and alliances; and
- Plan, develop, and execute strategies that result in long-term success and viability.

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<th>Professionalism</th>
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*An authentic leader will demonstrate an ability to:*

- Establish credibility by articulating and applying a personal leadership philosophy;
- Model institutional core values (i.e., collegiality, compassion, excellence, inclusivity, integrity, and leadership) in behavior, actions, and decision-making;
- Embrace and fulfill work responsibilities with a sense of urgency and a commitment to safety and high-quality results; and
- Maintain personal composure and a positive attitude during times of stress or uncertainty.

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<th>Communication and Collaboration</th>
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*An authentic leader will demonstrate an ability to:*

- Communicate frequently, clearly, and concisely;
- Build and maintain collegial working relationships across a diverse range of professional, cultural, and generational populations;
- Communicate thoughts, ideas, and priorities in an open, honest, and compelling manner; and
- Address and resolve conflicts and challenging situations with confidence.

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<th>Developing Others</th>
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*An authentic leader will demonstrate an ability to:*

- Voluntarily share knowledge, time, and resources to develop others; and
- Proactively mentor and assist others in their growth and development as professionals.