

LEADERSHIP GIFTS AND SKILLS - HANDOUT

A REFLECTION ON OUR SKILLS AND COMPETENCIES - STRETCHING EVENTS

Stretching events that got you out of your comfort zone	Competencies and strengths that helped you manage these situations	Learnings that these events provided	Competencies you are called to develop to better manage these events in the future
1)			
2)			
3)			

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A REFLECTION ON OUR SKILLS AND COMPETENCIES - SUCCESS STORIES

Leadership accomplishments and success stories	Competencies and strengths that underlines these accomplishments	Learnings that these events provided	Competencies you are called to develop to sustain your success in the future
1)			
2)			
3)			

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EXAMPLE OF COMPETENCIES

Personal Effectiveness Competencies Leading the Self	Interpersonal Effectiveness Competencies Leading Others	Organizational Competencies Leading the Organization
<ul style="list-style-type: none"> - Developing self-awareness - Displaying emotional self-management - Demonstrating drive and motivation - Initiative - Optimism - Resilience - Patience - Adaptability and readiness for change - Ability to cope with frustration and insecurity - Professional will and commitment - Dependability - Having a wide perspective - Analytical thinking - System thinking - Context awareness - Practical intelligence - Good judgment - Ability to take calculated risks - Demonstrating a sense of purpose and an orientation to service - Demonstrating ethics and integrity - Clarity of beliefs and values - Ability to stand by one's principles - Humbleness - Displaying a willingness to learn - Entrepreneurial creativity and innovation - Wellness competencies (stress management, managing mental energy...) 	<ul style="list-style-type: none"> - Understanding and respecting others - Communicating effectively - Challenging and supporting others - Ability to motivate, coach and develop others - Valuing differences - Partnering - Building coalitions - Political savviness - Ability to influence - Demonstrating social awareness (empathy) - Capacity to influence - Leading change - Ability to resolve conflict situations - Ability to work in teams and collaborate across boundaries - Networking - Building and maintaining a power base 	<ul style="list-style-type: none"> - Understanding and navigating the organization - Demonstrating business knowledge (finances, human resources, time management, information management, risk management, process management, change management...) - Ability to set vision and implement strategy - Planning and goal setting - Coordinating - Designing and organizing - Ability to manage effective teams and work groups - Delegating effectively - Presenting ideas - Thinking strategically and analytically - Task abilities - Technical capabilities - Ability to make decisions easily and rapidly - Ability to identify, analyze and solve problems under conditions of incomplete information and uncertainty - Executing decisions