

# Leadership Imperatives

Leadership Imperatives	Related Competencies
<b>Foundation Courses</b>	
<p><b>COACH and DEVELOP for Results</b></p> <p>Leaders get work done through others. The ability to effectively coach for success and for improvement is critical to getting work group results. Developing others through training and targeted experiences is one of a leader's most important contributions to the organization.</p>	<ul style="list-style-type: none"> <li>• Coaching</li> <li>• Communication</li> <li>• Developing Others</li> </ul>
<p><b>DRIVE PERFORMANCE</b></p> <p>Leaders are responsible for getting results personally and from their work groups. Setting performance expectations and holding people accountable are critical for getting results.</p>	<ul style="list-style-type: none"> <li>• Aligning Performance for Success</li> <li>• Work Standards</li> </ul>
<p><b>INSPIRE Loyalty and Trust</b></p> <p>Retaining talented employees is the leader's job, and employee satisfaction is the key to retention. Good leaders create an environment where employees can maximize their talents and perform at or above expectations.</p>	<ul style="list-style-type: none"> <li>• Building Trust</li> <li>• Facilitating Change</li> <li>• Inspiring Others</li> <li>• Leading Through Vision and Values</li> <li>• Valuing Diversity</li> </ul>
<p><b>MANAGE Work</b></p> <p>Resources, time, and budget need to be deployed effectively for leaders to meet their work groups' objectives</p>	<ul style="list-style-type: none"> <li>• Decision Making</li> <li>• Delegating Responsibility</li> <li>• Follow-Up</li> <li>• Planning and Organizing</li> <li>• Risk Taking</li> </ul>
<p><b>PARTNER Within and Across Teams</b></p> <p>Whether it's a formal team or an informal group that needs close teamwork, in order to be effective, creating and maintaining a high-performing team and cross-boundary partnerships is a key leadership role.</p>	<ul style="list-style-type: none"> <li>• Building a Successful Team</li> <li>• Building Partnerships</li> <li>• Meeting Leadership</li> </ul>
<p><b>INFLUENCE Through Personal Power</b></p> <p>Leaders need to get things done without using position power, either because it's inappropriate or they're leading people who are peers or who are not direct reports.</p>	<ul style="list-style-type: none"> <li>• Building Strategic Working Relationships</li> <li>• Gaining Commitment</li> <li>• Managing Conflict</li> </ul>
<p><b>SELECT TALENT</b></p> <p>Identifying, evaluating, and selecting internal and external talent are essential skills for most leaders.</p>	<ul style="list-style-type: none"> <li>• Selecting Talent</li> </ul>