B&F LEADERSHIP COMPETENCY DEFINITIONS

B&F LEADERSHIP COMPETENCY #1
Advancing the Mission
Demonstrates ability to operate effectively in a manner consistent with the University of Michigan mission and culture; demonstrates understanding of the unique issues related to higher education.

B&F LEADERSHIP COMPETENCY#2
Building Relationships/Interpersonal Skills
Values organizational diversity; treats others with respect; promotes cooperation; effectively manages relationships.

B&F LEADERSHIP COMPETENCY#3
Creative Problem Solving/Strategic Thinking
Develops and creates ideas, processes and approaches that shape the future; takes risks and makes decisions based on facts; uses analysis and critical thinking skills to solve problems; ensures that decisions are aligned with articulated strategic directions of management.

B&F LEADERSHIP COMPETENCY#4
Communication
Demonstrates effective verbal, written, listening, and presentation communication skills.

B&F LEADERSHIP COMPETENCY #5
Development of Self and Others
Seeks opportunities to learn and to develop themselves and others; applies new skills/knowledge needed to add value to the performance of the organization; sets developmental goals for self and others; seeks performance feedback.

B&F LEADERSHIP COMPETENCY #6
Flexibility/Adaptability to Change
Responds positively to and champions change to others; demonstrates an ability to incorporate innovative practices into the workplace to enhance effectiveness and efficiency.

B&F LEADERSHIP COMPETENCY #7
Leadership/Achievement Orientation
Influences others to accomplish the mission in ways consistent with the values of the organization; Holds self (and others) accountable to meet goals and objectives; accomplishes desired outcomes; sets an example of integrity and ethics through demonstrated performance.

B&F LEADERSHIP COMPETENCY #8
Quality Service
Strives to meet the expectations of internal and external customers; demonstrates skill and knowledge specific to serving others.

Created by Plant Academy, 2008