

Leadership Competencies

Leads Self

- Develops self awareness of own assumptions, values, principles, strengths and limitations.
- Models BC Assessment's values.
- Develops self by actively seeking opportunities and challenges for personal learning and growth.
- Manages self by taking responsibility for own performance.

Sets Direction and Aligns Resources

- Builds commitment to the vision for the office, department/business unit, consistent with BC Assessment's strategic vision.
- Aligns people, plans, processes and structure to achieve the desired future state.
- Creates and evaluates performance measures.

Engages and Develops Talent

- Encourages and supports employees to be partners in their own development.
- Attracts and retains a quality workforce.
- Develops employees with the qualities for succession.
- Coaches, measures performance and recognizes employee's achievements.
- Deals with non performers effectively.

Creates a High Performance Culture

- Encourages employees to take ownership, accept responsibility and be accountable for outcomes.
- Effectively manages ambiguity and adapts to changing strategic priorities of BC Assessment.
- Creates a trusting environment for employees to innovate, take reasonable risks and champion break through ideas.
- Draws on diverse perspectives and experiences to make sound decisions and improve team performance.
- Promotes and fosters a customer focused culture.
- Forges alliances and partnerships with others inside and outside the organization for strategic benefit and positive results.

Steers Change

- Scans the environment for ideas, best practices, and emerging trends that will inform the organization.
- Develop new approaches to better meet BC Assessment's strategic objectives.
- Clearly communicates the rationale for change and the associated benefits.
- Collaboratively develops and implements a change management plan.