

## LEADERSHIP DEVELOPMENT MODEL



# QUADRANTS

## I: CREATE PURPOSE

**A leader must be responsible for defining vision and strategy. This involves:**

- Knowing the competition
- Understanding the customer
- Analyzing marketplace trends
- Setting strategy
- Communicating effectively with others

## II: DELIVER EXCELLENCE

**A leader must be responsible for delivering operational excellence and translating strategy into day-to-day execution. This involves:**

- Clear decision making
- Delivering operational results
- Building consistent and measurable processes
- Continuous improvement
- Behaving with integrity

## IV: LEAD CHANGE

**A leader must create and champion change that benefits the organization. This involves:**

- Influencing key decision makers
- Sponsoring change projects
- Empowering stake holders
- Encouraging innovation
- Managing resistance
- Sustaining change

## III: DEVELOP SELF & OTHERS

**A leader must value learning for self and others. This involves:**

- Personal improvement opportunities
- Building and managing team dynamics
- Honing technical expertise
- Managing time
- Coaching and developing others
- Managing one's ego