

LEADERSHIP COMPETENCIES

CREATES AND COMMUNICATES VISION

- Understands trends in higher education within specific area
- Shares a sense of common purpose for the College's future
- Communicates a clear purpose and direction for the division

ESTABLISHES STRATEGIC DIRECTION

- Uses view of the future to drive operational and personnel decisions
- Prioritizes strategic goals and objectives
- Articulates what sets Concordia apart from the competition

LEADS CHANGE

- Develops and articulates the vision driving change efforts
- Builds a common sense of urgency for change
- Reinforces individuals who champion and sustain change
- Provides frequent communication related to change efforts

INSPIRES OTHERS

- Conveys a sense of calling and conviction
- Creates an environment in which people are challenged to do their best

THRIVES IN AMBIGUITY AND COMPLEXITY

- Understands complex concepts and relationships
- Works constructively under stress
- Acts decisively

ACTS WITH COURAGE

- Leads from strong personal values and a clear understanding of personal limitations
- Takes risks and acts from a deep sense of caring
- Takes stands on important issues