

MANAGEMENT COMPETENCIES

DEVELOPS KEY TALENT AND MANAGES PERFORMANCE

- Identifies strategic talent needs
- Recognizes and rewards employee contributions
- Ensures employees have clear goals and expectations and are held accountable
- Provides ongoing coaching and feedback

DEVELOPS TEAMS

- Ensures that teams have clear goals and objectives
- Establishes effective work processes for team
- Creates a team environment of trust, respect and appreciation for individual differences

MAKES DECISIONS AND SOLVES PROBLEMS

- Understands incentives and barriers
- Sets up processes and structures to support change
- Exercises sound judgment

MANAGES ACROSS THE ORGANIZATION

- Builds and sustains partnerships and alliances within the College
- Knows whom to involve and when
- Provides others with open access to information
- Follows through on commitments

MANAGES FINANCIAL RESOURCES

- Makes effective use of College's financial resources to support strategic direction
- Streamlines processes to maximize efficiency
- Reallocates creatively in light of vision for whole College