What are Leadership Qualities?

What is Leadership?
What are good Leadership Qualities?
How it all began.....

- Beginning of the twentieth century - work brought complex skills to the job. Business process required specific competencies for the task at hand.

- World War II (mid century) enforced management centric views where officers gave orders to subordinates who obeyed without questions.
How it all began.....

• 1960 – David McClelland’s landmark article in the American Psychologist asserted that companies should hire people based upon competencies rather than test scores.

• 1973 – McClelland developed new methods to predict human performance for US Information Agency. Objective was to eliminate the potential biases of traditional intelligence and aptitude testing.
What is competency?

Any underlying characteristic required for performing a given task, activity or role successfully can be considered as competency.
What is competency mapping?

It is a process of identification of the competencies required to perform successfully a given job or role or a set of tasks at a given point of time.

It consists of breaking a given role or job into its constituent tasks or activities and identifying the competencies (technical, managerial, behavioral, conceptual knowledge and attitude and skills, etc) needed to perform the same successfully.
What is competency mapping?

- **Competency Map.** A competency map is a list of an individual’s competencies that represent the factors most critical to success in given jobs, departments, organizations, or industries that are part of the individual’s current career plan.

- **Competency Mapping.** Competency mapping is a process an individual uses to identify and describe competencies that are the most critical to success in a work situation or work role.

- **Competency profiling** It is the process of identifying the knowledge, skills, abilities, attitudes, and judgment required for effective performance in a particular occupation or profession. Competency profiling is business/company specific.
Competency mapping serves a number of purposes. It is done for the following functions:

- Gap Analysis
- Role Clarity
- Leadership Development
- Growth Plans - promotions
- Restructuring
- Inventory of competencies for future planning
Leadership Competencies

Competency No. 1

Leading Change

- Continual Learning
- Creativity and Innovation
- External Awareness
- Flexibility
- Resilience
- Service
- Motivation
- Strategic Thinking
- Vision
Leadership Competencies

Competency No. 2

Leading People

- Conflict Management, Leveraging Diversity,
  Integrity/Honesty, Building Team,
Leadership Competencies

Competency No. 3

Result Driven

• Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, Technical Ability,
Leadership Competencies

Competency No. 4

Business Acumen

- Financial Management, Human resource Management,
Leadership Competencies

Competency No. 5

Building Coalition

- Influencing / Negotiating, Inter-personal skill, Oral Communication, Written Communication, Partnering, Political Savvy
THANK YOU