

Module: Leadership Training Workshop for Health Professionals
Organization: East Africa HEALTH Alliance
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Session 3: Leadership Competencies

Good leaders the world over have the following competencies:

Focused Drive:

The competency of focusing on a goal and harnessing your energy in order to meet that goal – a balance between the components of:

- ***Focus:*** The ability to identify an important goal or vision and to channel efforts at specific targets that support that goal or vision.
- ***Drive:*** The ability to persevere, sacrifice (when necessary), and expend high degrees of energy to reach high levels of performance.

Emotional Intelligence:

The competency of understanding and mastering your own emotions (and recognizing the emotions of others) in a way that instills confidence, motivates, inspires, and enhances group effectiveness – a balance between the components of:

- ***Perception:*** The ability to read the emotions and thoughts of others through the use of insight, empathy, and observational skills.
- ***Emotional Maturity:*** The ability to master emotions and cope with stress in a way that instills confidence, motivates, and enhances group effectiveness.

Trusted Influence

The competency of effectively influencing others by evoking their trust and by placing trust in others to enable their success – a balance between the components of:

- ***Commitment:*** The ability to evoke trust from others by keeping commitments, recognizing individual contributors, setting a personal example, and building shared goals, values, and vision.
- ***Empowerment:*** The ability to help others reach higher levels of performance through trust, delegation, participation, and coaching.

Conceptual Thinking

The competency of conceiving and selecting innovative strategies and ideas for your organization – a balance of the components of:

- ***Innovation:*** The ability to create new ideas, products, and services by challenging assumptions and thinking out of the box.
- ***Big-Picture Thinking:*** The ability to conceptualize and clarify all of the forces, events, entities, and people that are affecting (or are being affected by) the situation at hand

Systems Thinking

The competency of rigorously and systematically connecting processes, events, and systems – a balance between the components of:

- ***Process Orientation:*** The ability to increase overall learning and performance by designing, implementing, and/or connecting critical work processes.
- ***Mental Discipline:*** The ability to logically and thoughtfully sort through ambiguity and alternatives with a rigor and discipline that crystallizes ideas for action.

Change Management:

The skill of adapting to and thriving in times of internal or external change

Coaching/Mentoring

The skill of mastering a comfortable coaching style and using it strategically to improve performance

Communication

The skill of communicating and relating to a broad range of people internally and externally

Negotiation

The skill of arriving at and reaching understandings and agreements with a broad range of people internally and externally

Problem Solving

The skill of employing analytical abilities, pragmatism, and other tools to resolve complex problems in a variety of contexts