

Module: Leadership Training Workshop for Health Professionals

Organization: East Africa HEALTH Alliance

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Leadership Competencies

Leadership 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.

Leadership Competencies

- **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

Leadership Competencies

Emotional Intelligence - a balance between

- 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 instils confidence, motivates, and enhances group effectiveness.

Leadership Competencies

- **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:

Leadership Competencies

Trusted Influence- a balance between

- **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.

Leadership Competencies

- **Conceptual Thinking**

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

Leadership Competencies

Conceptual Thinking - a balance between

- **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

Leadership Competencies

- **Systems Thinking**

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

Leadership Competencies

Systems Thinking - a balance between

- **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.

Leadership Competencies

- **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.

Leadership Competencies

- **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

Leadership Competencies

- **Problem Solving**

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