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.