

Goodfriend Leadership Competency Model

Sets Direction
<ul style="list-style-type: none"> • Shares a vision for the future • Sets annual goals and deliverables • Differentiates the value to be provided by the function or unit • Advocates and influences change
Maximizes Team Performance
<ul style="list-style-type: none"> • Encourages effective one-way and two-way communication • Drives meetings to be productive • Sets expectations of the team to collectively deliver • Assesses team member trust and belief in each other • Fosters innovation, risk-taking and debate • Sets team priorities and ensures that team unites behind their game plan to deliver • Encourages the team to huddle, be accountable and assess progress as a team to be counted on to deliver results as promised • Makes decisions to maximize business results
Develops People
<ul style="list-style-type: none"> • Sets performance expectations and objectives • Drives the improvement of business acumen • Helps employees develop “technical” capabilities and competencies • Provides timely feedback • Coaches people to leverage their strengths and focus on improvement areas • Advises individuals as they consider career development options
Leverages Peer Relationships
<ul style="list-style-type: none"> • Builds relationships with leadership peers to drive business success • Intra-company collaboration and communication • Utilizes mentors for guidance and advice • Networks to develop industry relationships
Be a Role Model for Aspiring Leaders
<ul style="list-style-type: none"> • Leading with authenticity, character and passion • Handles stress and pressure with composure • Initiates own self-development • Continuously builds expertise in his/her discipline or field • Mentors high potential succession candidates • Takes advantage of visibility opportunities -- to make a presentation, to lead an initiative, to volunteer as an association/charity board member