

## Leadership and Management Characteristics

	<b>Leadership ( Transformational )</b>	<b>Comments</b>
<b>1</b>	<b>Leadership</b> * The ability to lead * Embracing the organisation's ideals and goals	Setting the goal to achieve the task Understanding the direction and ability to set project goals/milestones The ability to plan from start to finish and succeed
<b>2</b>	<b>Communication</b> * Communication Skills * Influence the team * Influencing the wider community	Demonstrate good communication skills within peer group and with management The ability to influence others
<b>3</b>	<b>Motivation</b> * Sticks with getting the job done * Prepared to challenge the process * Stimulating motivation to achieve the goal	Passion and drive to get the job done Challenges the norm and overcomes 'road blocks' The ability to self motivate and motivate others
<b>4</b>	<b>Drive for Results</b> * Prepared to make decisions * Search for opportunities * Passion for Excellence	Clearly demonstrates the ability to make decisions and take risks when necessary Seeks out opportunities and different ways of working
<b>5</b>	<b>Integrity</b> * Team and interdepartmental relationships * Respecting the individual * Demands the truth * Does the right thing	Capable of developing good team and interdepartmental relationships Recognises the importance of the individual and stimulates their development Holds self and others accountable for principled decisions Passionate about being part of a winning team
<b>6</b>	<b>Flexibility</b> * Adaptable to change	Flexible to undertake new challenges and different roles
<b>7</b>	<b>Political Awareness</b> * Understands how the business operates * Maturity	Demonstrates political skills, networking and is street wise Outward facing, demonstrates maturity at all levels
<b>8</b>	<b>Emotional Intelligence</b> * Mental Toughness * Resilience * Commitment	Can bounce back from setbacks with increased determination to succeed Demonstrates self control, zeal, persistence, motivation, empathy and social deftness Remains fully focused
	<b>Management ( Transactional )</b>	<b>Comments</b>
<b>1</b>	<b>Planning/Budgeting Skills</b> * Planning for results * Allocation of resources	Demonstrates good planning and target setting skills Ability to allocate and use resources effectively to achieve goals
<b>2</b>	<b>Organising Staff</b> * Develop structures * Person management skills	Able to develop and effectively manage the team To have good self-management and delegation skills
<b>3</b>	<b>Technical Skills/ Problem Solving</b> * Innovation * Monitoring results * Logical approach * Quick to understand * Degree Qualification	To have a sound biblical knowledge and application to mission and to demonstrate innovative thought processes The ability to interpret data and make reasoned decisions To demonstrate logical thought processes and task execution Quick to understand the important issues Qualification and evidence of further academic and skills development
<b>4</b>	<b>Achievement</b> * Workload Management * Output	To demonstrate the ability to manage workload effectively using the allocated resources to achieve the goal Establishing priorities and metrics for key areas of responsibility Sustains high intensity over time
<b>5</b>	<b>Quality</b> * Quality Mindset	Assumes personal responsibility for quality work and presentation Assumes personal responsibility to ensure team delivers a high standard of quality
<b>6</b>	<b>Personality</b> * Stress & Pressure * Open & Approachable * Consistent and Stable Personality	Demonstrates an ability to manage pressure & stress Demonstrates an open approachable attitude at all levels Demonstrates stability under pressure
<b>7</b>	<b>Experience</b>	Demonstrates progressive levels of experience and responsibility in different mission roles