

LEADERSHIP AND HR

LEADERSHIP COMPETENCY PROFILE



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I. Leadership Concept



“A leader is someone who demonstrates what’s possible”

Mark Yarnell

II. HR and Leadership



III. What is a Competency?

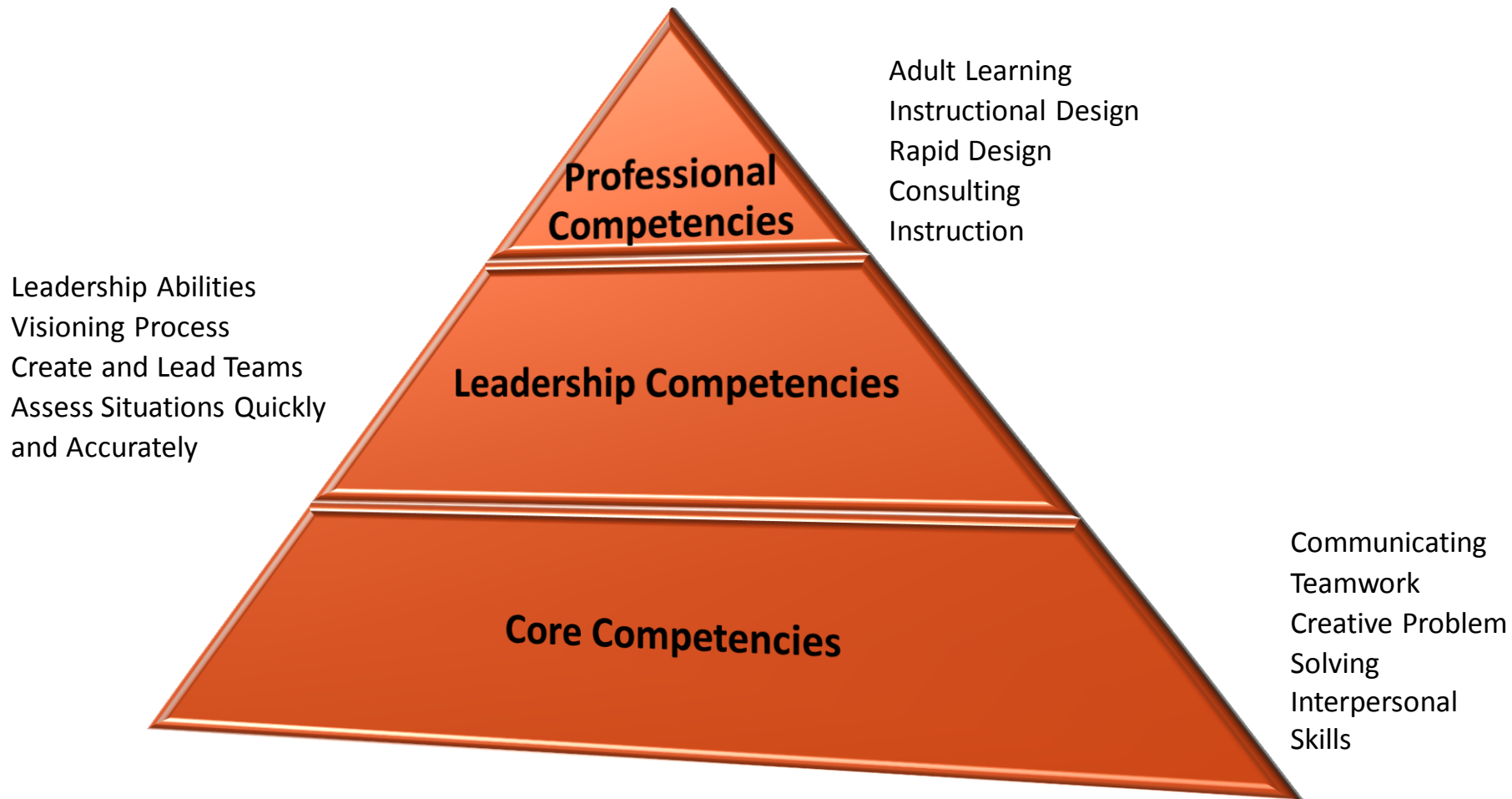


IV. 7 key leadership competencies

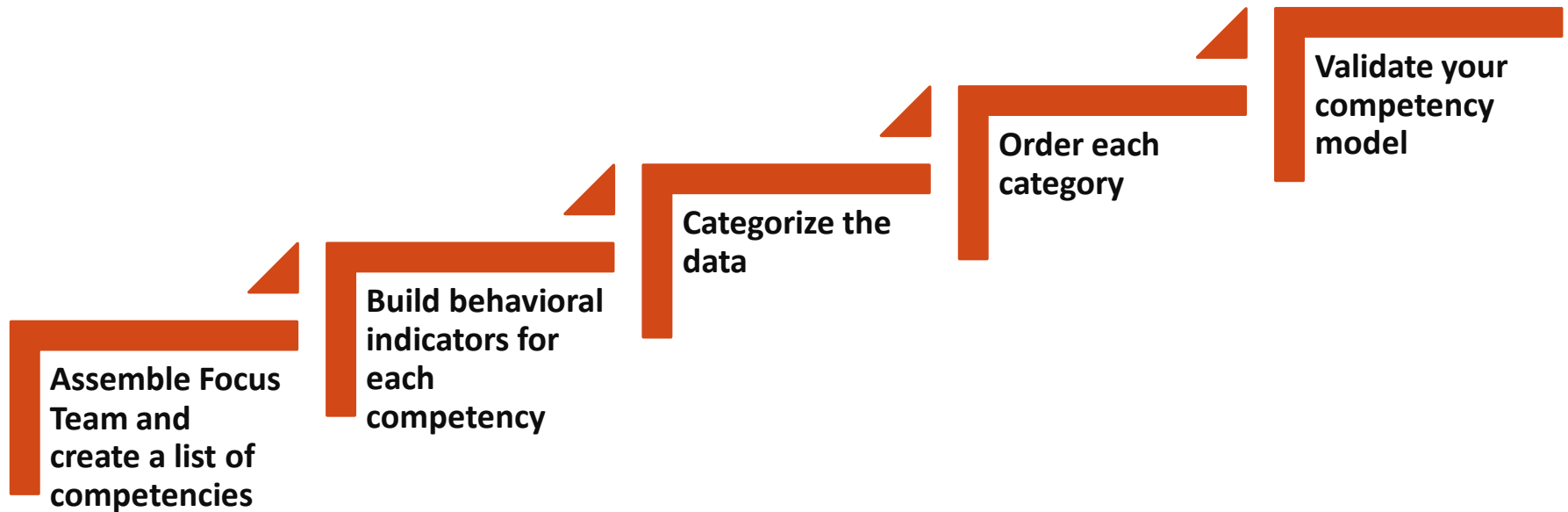
- Influencing others
- Fostering Accountability
- Building Positive Working Relations
- Coaching for Improvement
- Communicating Effectively
- Working Effectively
- Building a High Performing Team



V. Leadership competency model



VI. Building a Leadership Competency Model



VII. Conclusion

- ❑ Leadership development is a long term process.
- ❑ Leadership competencies are leadership skills and behaviors that contribute to superior performance.
- ❑ Skills can be developed.
- ❑ Competency model can serve as the key connecting point between the different talent management functions.
- ❑ By using a competency approach, organizations can determine what positions at which levels require specific competencies.

VIII. References

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**Thank you for
your attention!**