



ASPIRE

TALENT MANAGEMENT



LEADERSHIP COMPETENCY FRAMEWORK

UNLEASHING LEADERSHIP POTENTIAL

A Framework to measure and develop aspiring, experienced and senior leaders

Growing People • Growing Talent • Growing Business

10 Core Competencies for Leadership

TRANSFORMATIONAL LEADERSHIP

According to the idea of transformational leadership, an effective leader is someone who does the following:

- Creates an inspiring vision of the future
- Motivates and inspires people to engage with that vision
- Manages delivery of the vision
- Coaches and builds a team, so that it is more effective at achieving the vision

THE 3P Leadership Framework brings together the competencies and behaviours needed to do these things.



"We spend a lot of time teaching leaders what to do. We don't spend enough time teaching leaders what to STOP."

Peter Drucker

"Leadership is the art of getting someone else to do something you want done because he wants to do it."

Dwight D. Eisenhower



**HARRISON
ASSESSMENTS**

Talent Analytics

3P use sophisticated yet simple to understand Talent Analytics during the diagnostic and self-assessment phase of the leadership development programme.

Harrison Assessments gives us unique insight into the strengths and possible derailers relevant to each individual on the programme.

SMART Questionnaire™

Entry into the Harrison Assessment environment is via the online 20 minute SMART Questionnaire™ which measures 175 traits & preferences, cross-referencing technology making over 8,000 comparisons, equivalent to more than 2,700 multiple choice questions, equivalent to one full day of testing and 150,000 cross-checks for consistency.

A Framework for Success

The Leadership Competencies empower leaders to achieve a higher level of personal awareness related to widely recognised principles of leadership. Each of these ten leadership competencies enable leaders to better understand the impact they have on their organisation and their career through mapping a full range of their success behaviors, as well as identifying areas for improvement, for each of the 10 leadership competencies.

**RESULTS
DRIVEN**

Learning Agility
Achievement Orientation

EXECUTION

Problem Solving
Resilience & Perseverance

STRATEGIC

Innovation
Strategic Thinking

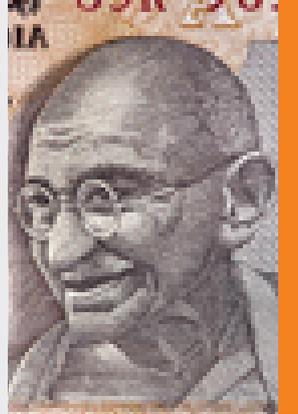
ENGAGEMENT

Energising People
Leading People

**RELATIONSHIP
BUILDING**

Effective Communication
Impact & Influence

The 10 Core Competencies of Leadership



"Live as if you were to die tomorrow, learn as if you were to live forever."
Mahatma Gandhi

Identify leadership strengths and areas for development by mapping leaders against the 10 core leadership competencies.

RESULTS DRIVEN

1	Learning Agility	Gains knowledge from experiences, successes, and mistakes, and applies that knowledge to new situations or responsibilities.
2	Achievement Orientation	Consistently achieves objectives, accepts difficult challenges, seizes opportunities, and has a high level of energy and enthusiasm.

EXECUTION

3	Problem Solving	Perceptive and logical when identifying problems, finds the source or cause of problems, and thinks through potential difficulties of the solution steps.
4	Resilience & Perseverance	Persists in the face of adversity, obstacles, or setbacks including effectively managing a crisis and quickly adapting to change.

STRATEGIC

5	Innovation	Experiments with different ways to improve processes, efficiency, and/or effectiveness while maintaining focus on the desired objective or result.
6	Strategic Thinking	Creates effective strategies & long-term plans to seize opportunities, anticipate issues & risks, draws from previous experiences, explores industry information, and collaborates with the right individuals.

ENGAGEMENT

7	Energising People	Motivates others to achieve goals, articulates a common vision, engages team members, relates openly, and empowers others to achieve.
8	Leading People	Takes responsibility to achieve the organization's mission, provides clear direction, promotes team participation and cooperation, and accepts decision-making authority.

RELATIONSHIP BUILDING

9	Communication	Promotes & presents clear vision & initiatives. Speaks up regarding concerns, listens effectively, provides timely and helpful information, & takes responsibility to confirm communications are received.
10	Impact & Influence	Influence others to achieve goals, enlists their cooperation, appeals to their interests, builds trust, and negotiates mutually beneficial and sustainable agreements.

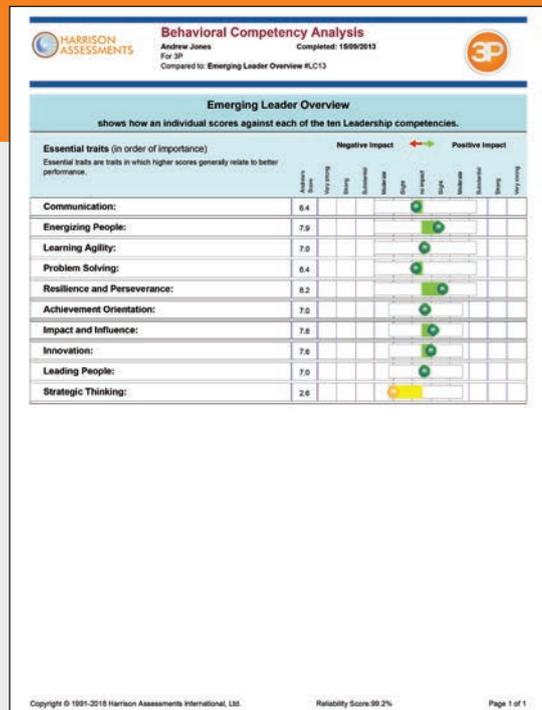


LEADERSHIP
COMPETENCY
FRAMEWORK

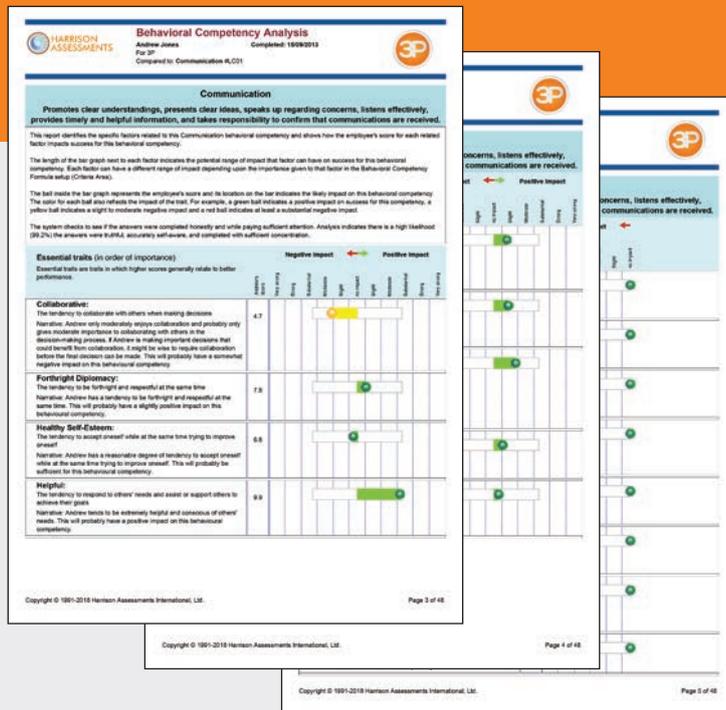
"The responsibility of leadership is not to come up with all the ideas but to create an environment in which great ideas can thrive."
Simon Sinek

Mapping Leaders against the competency framework enables the identification and implementation of bespoke development plans specific to the individual leaders' needs.

The leadership behavioural competency report measures against the essential traits, desirable traits and traits to avoid for each of the 10 leadership competencies - for an objective measurement of each person's unique behavioural blueprint.



The full overview competency report measures the individual against the 10 high level competencies.



Each of the 10 competency reports enables the actual behavioural traits and personal preferences to be explored at a much deeper level.

Leadership Development Programme

Once the diagnostic phase is complete, a customised programme can be developed and implemented via a range of approaches and various options, including the 3P Unleashing Leadership Potential Programme, Peak Performance Coaching and ASPIRE MindTools Connect, which is the 3P on-line resource and learning platform.

Unleashing Leadership Potential



3Ps Workshop based modular approach covers the key elements and meaning of leadership. Focus given to the recognition and influence of self and others in the organisational context to drive business performance through high performing, engaged teams.

Peak Performance Coaching



3P Coaching is designed to help you understand your self image with a view to modify it and manage it to gain confidence and power in the areas you want to improve. Initial emphasis of awareness, contemplation and acceptance supports the talent coach to unleash leadership potential.

ASPIRE MindTool Connect



3Ps Online Leadership Toolkit. Connect anywhere anytime to build your very own personal bespoke development and learning plan. Get easy access to thousands of on-line resources and training materials to support your career and development in the 10 leadership competencies.



If you would like to find out more about ASPIRE MindTools please contact michelle@3p.co.uk
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