

5 Competency Groups

Competencies under Leadership

Filter the Library:

PICK A GROUP

Task Management

Intrapersonal

Leadership

Interpersonal

Team

COMPETENCIES FOR LEADERSHIP:

Brave Leadership
Career and Skill Development
Coaching
Contribution to the Team
Controlling
Cultural Change Agent
Delegation
Depth of Industry Knowledge
Developing the Organisation
Drive and Assertiveness
Driving Change
Driving Strategic Direction
Employee Involvement
Empowering Others
Engenders Trust
Entrepreneurial Leadership
Financial Leadership
Focus

Inspiration
Intellectual Stimulation
Managing Change
Negotiation/Conflict Management
Painting a Vision
People Management
Performance Evaluation
Performance Management
Performance Monitoring and Control
Political Leadership
Recognising/Rewarding
Sales Leadership
Sales Team Development
Seeking and Giving Feedback
Stakeholder needs
Technological Leadership
Vision/Goal Setting
Visionary Leadership

Behaviours under one Competency

Results:

Leadership > Brave Leadership

Is able to argue their corner	SELECT
Is prepared to make short-term sacrifices for long-term gains	SELECT
Shows an ability to succeed where others have failed	SELECT
Shows tenacity in the face of obstacles	SELECT
Unafraid to take unpopular decisions	SELECT

Leadership > Career and Skill Development

Coaches their people	SELECT
Discusses people's career aspirations with them	SELECT
Encourages self development planning	SELECT
Seeks to build effective teamworking	SELECT
Supports training initiatives	SELECT
Uses delegation as a development opportunity	SELECT
Builds a collaborative and high performance team	SELECT
Coaches, trains and develops people	SELECT

Competencies under Task Management

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COMPETENCIES FOR TASK MANAGEMENT:

Achievement Orientation	Planning and Organising
Administrative Control	Planning, organisation and implementation
Business Savvy	Planning/Organising
Consultative Sales Orientation	Problem Analysis
Cross-Functional Versatility	Problem Solving
Customer Focus	Problem solving and creativity
Decision Making	Quality Thinking
Demonstrates Product Knowledge	Sales Planning/Territory Management
Drive for Results	Service Focus
Goal Setting	Strategic Problem Analysis
Performance Monitoring and Control	Strategic Problem Solving
Performance Standards	Task/Project Management
Planning	Use of Technology
Planning and Delivery	

Results:

Task Management > Achievement Orientation

Demonstrates enthusiasm about the goals he/she sets and gets satisfaction from surpassing previous goals (his/her own or others'). SELECT

Maximizes his/her exposure in the market through consistent cold calls, effective marketing, and cultivating relationships. SELECT

Takes actions and makes decisions. SELECT

Demonstrates innovation and creativity. SELECT

Behaviours under one Competency

Task Management > Administrative Control

Develops systems and procedures to monitor individual, team and organisational progress on projects, tasks and assignments. SELECT

Develops systems to monitor budgets, costs, and expenses. SELECT

Establishes effective mechanisms to monitor and ensure that work is done on time and with quality. SELECT

Follows-up with employees to monitor quality and effective performance. SELECT

Keeps track of details and follows up on tasks, projects and assignments. SELECT

Task Management > Business Savvy

Recognizes and understand the sales market opportunities, trends and competitors. SELECT

Seeks out potential business opportunities with current prospects and new sales clients. SELECT

Develops sales business plans that balance short-term results and long-term strategic priorities. SELECT

Stays informed and analyzes the impact of sales market trends in relation to customer issues. SELECT