

SENIOR LEADERS: EXECUTIVE LEADERSHIP COMPETENCIES MODEL

A Model for Deciding Who to Promote
to the C-Suite from Senior Leadership



Our **EXECUTIVE LEADERSHIP COMPETENCIES MODEL** is comprised of 6 broad categories:

1. High-level thinking

Intelligent, knowledgeable, strategic, insightful, innovative, and wise.

2. Trust and confidence of direct reports and colleagues

Reputation for honesty, integrity, reliability, kindness, and success; and record of motivating high discretionary effort and retention in others.

3. Good decision-making

Appreciates context, relies on facts and logic, considers big picture and details, consults others, extrapolates well from proven repeatable solutions.

4. Communication alignment

Vivid and relentless articulation of values, vision, mission, strategy, priorities, ground rules, planning, execution, and continuous improvement.

5. Effective use of authority and influence

Manages chain-of-command and collaborative relationships through regular high-structure, high-substance communication to continuously clarify expectations, provide feedback, coach, plan, troubleshoot, and recognize and celebrate success.

6. Service mindset

Courageous, flexible, and adaptable; good emotional regulation; interpersonal empathy; and strong desire to contribute.