Top Competencies Leadership

Leadership development can be applied to leaders of all levels: leading yourself, leading a team, leading an organization, or even preparing HIPOs (high potentials) for their next role. Leadership is not about a title, but an individual's ability to inspire, motivate, and impact a team in a positive way. Leaders are focused on the strategy and shaping the overall direction of the culture, department, or even the entire organization.

Competencies and skills can vary depending on industry and specific organizational values, but here's 10 essential competencies individuals in a leadership development program can benefit from developing.

1. MOTIVATION

Employee engagement and motivation are a common business challenge many organizations encounter. Leaders can learn how to articulate a vision and a purpose to promote positive change within their organization.

2. CREATIVITY

A successful leader challenges the status quo by thinking outside of the box and challenging their team to take an innovative approach when problem-solving.

3. COMMUNICATION

A leader's most powerful tool to impact change within their organization is their ability to communicate information properly. According to HBS.com, clarity, active listening, empathy, and body language are all areas of communication leaders should focus on developing.

4. EMOTIONAL INTELLIGENCE

Self-awareness, self-management, social awareness, and relationship management are the four main components of someone who have emotional intelligence. Leaders who continuously develop their EQ are better equipped to handle difficult situations in the workplace.

5. RELATIONSHIP BUILDING

People aren't going to listen and follow your direction unless you instill a sense of trust. Learning how to build, maintain, and strengthen relationships is crucial to success.
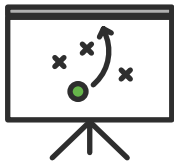
6. AGILITY

When your leaders improve their learning agility, they can guide your organization into a place of higher resilience by being able to adapt and pivot in a moment's notice.

7. ACCOUNTABILITY

Accountable leaders deliver on their commitments and take responsibility for their decisions. Leaders must be able to possess this quality themselves and promote a culture of accountability with their teammates.

HOW TO BECOME AN ACCOUNTABLE LEADER

1. Set clear goals and targets
2. Focus on the future
3. Don't be afraid to ask for help
4. Provide constructive feedback

8. PROBLEM SOLVING

Regardless of leadership style or position, having the ability to anticipate, diagnose, and resolve problems promptly sets apart good leaders from great leaders. Also, having the self-awareness to know when to seek help can help resolve issues quickly and reach a solution faster.

9. INTEGRITY

An ethical leader understands and exemplifies organizational values and standards. Integrity builds credibility, strong relationships, and camaraderie among colleagues.
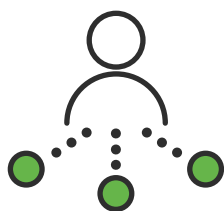
10. DELEGATION

This skill helps boost morale and productivity because even as a good leader you can't do it all. Learning how to shift responsibility and authority to others allows leaders the time to focus on other tasks.

HOW TO INCLUDE TOP COMPETENCIES IN YOUR LEADERSHIP DEVELOPMENT PROGRAM

1. Use Learning Initiatives with stages to help learners absorb information in bite-sized chunks.
2. Create playlists. Encourage program participants and mentors to create and share custom playlists with each other.
3. Promote elective learning by taking advantage of BizLibrary's Curated Learning Paths and recommendation engine.

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