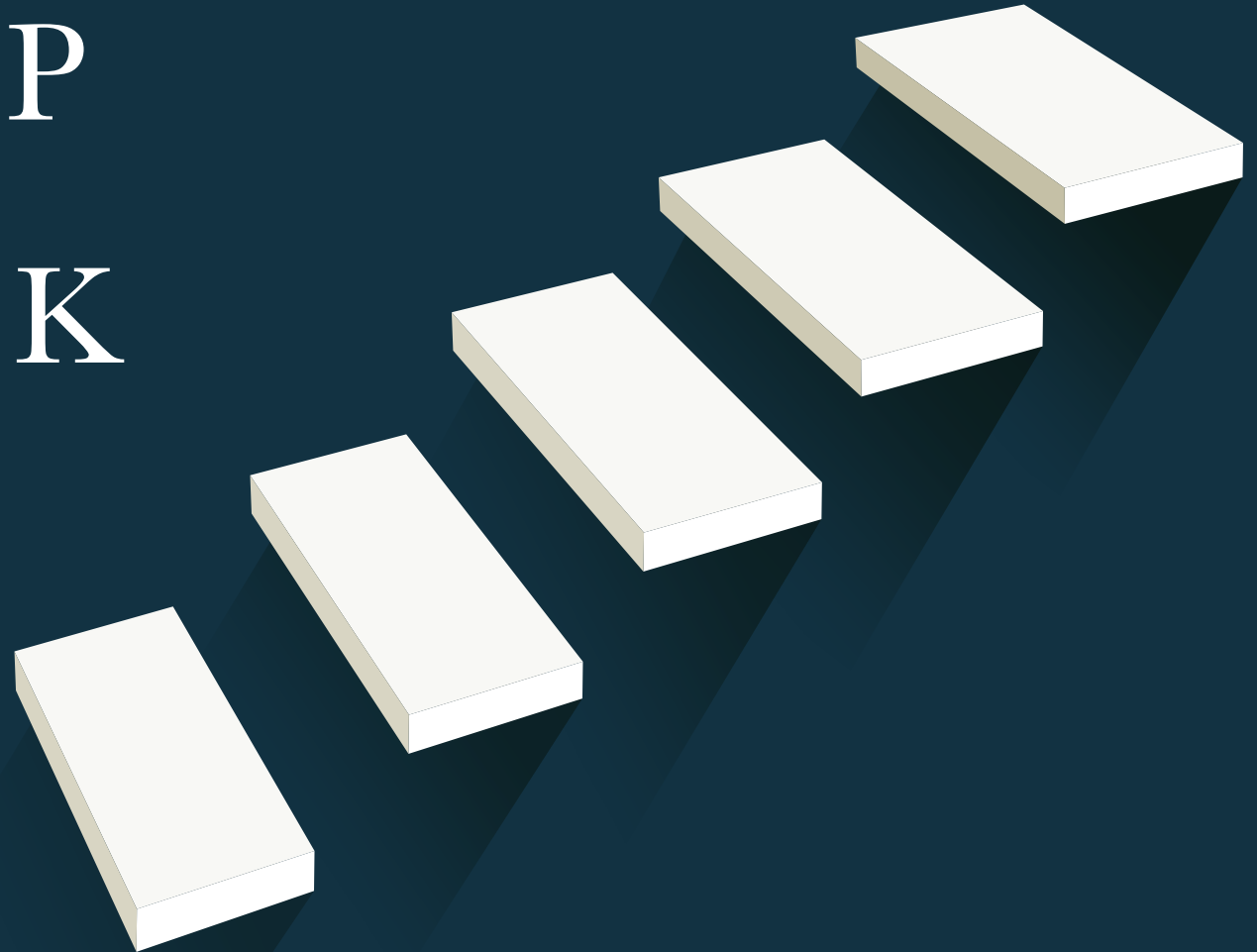




INSTITUTE
for STRATEGIC
LEADERSHIP

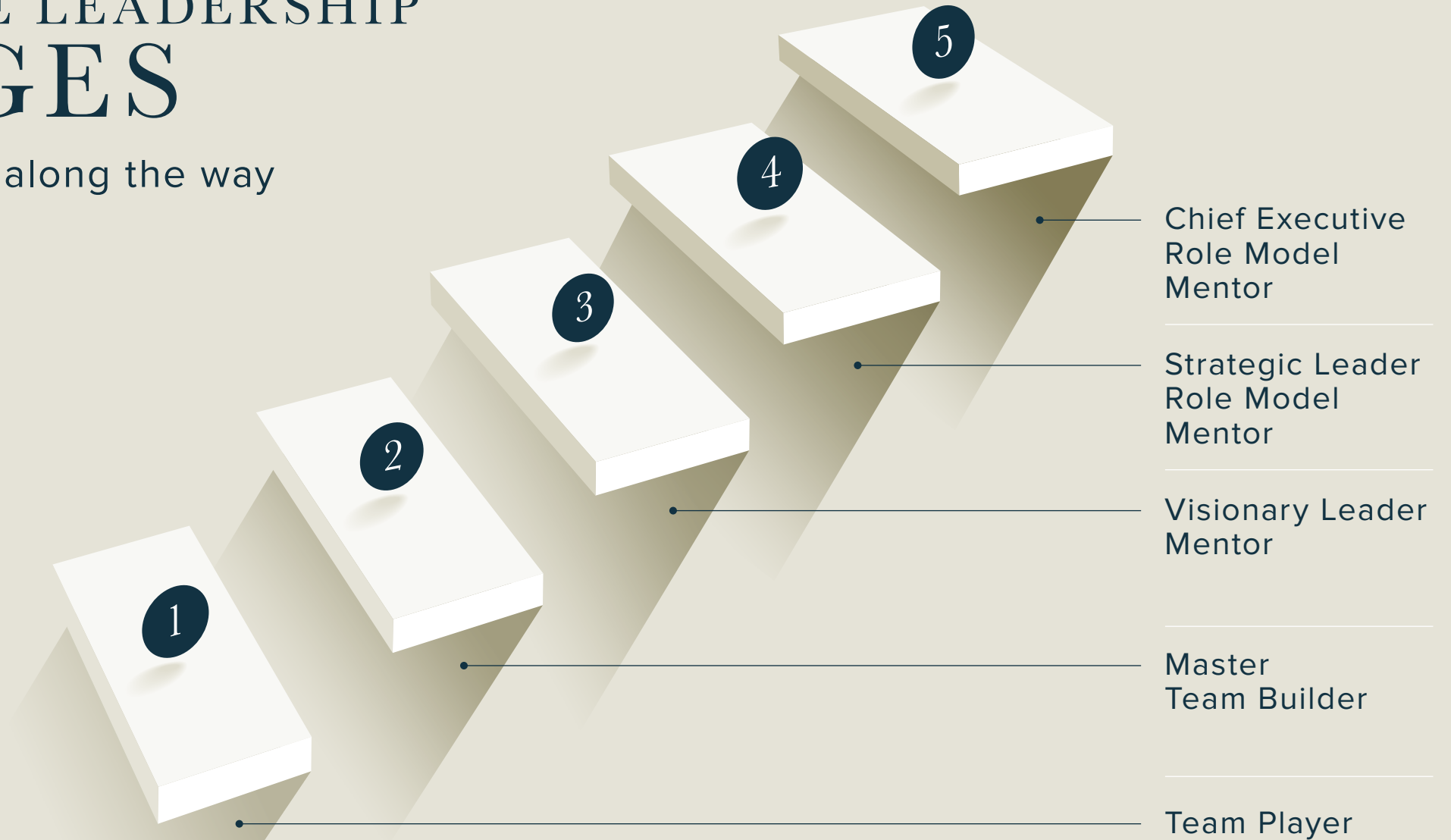
LEADERSHIP STEPS & FRAMEWORK

take the step | up



THE FIVE LEADERSHIP STAGES

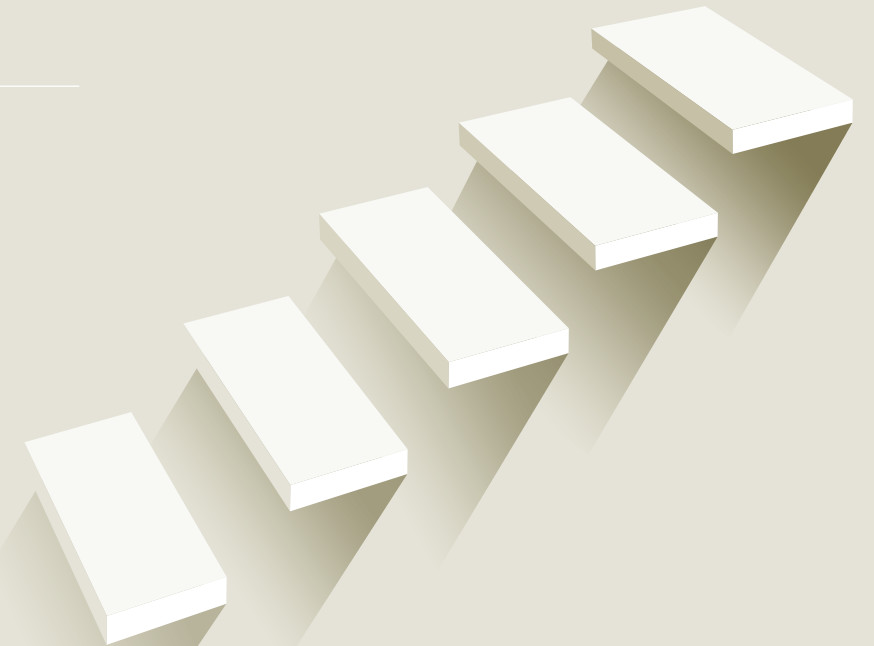
and the steps along the way



THE FIVE LEADERSHIP COMPETENCIES

required at each level of leadership

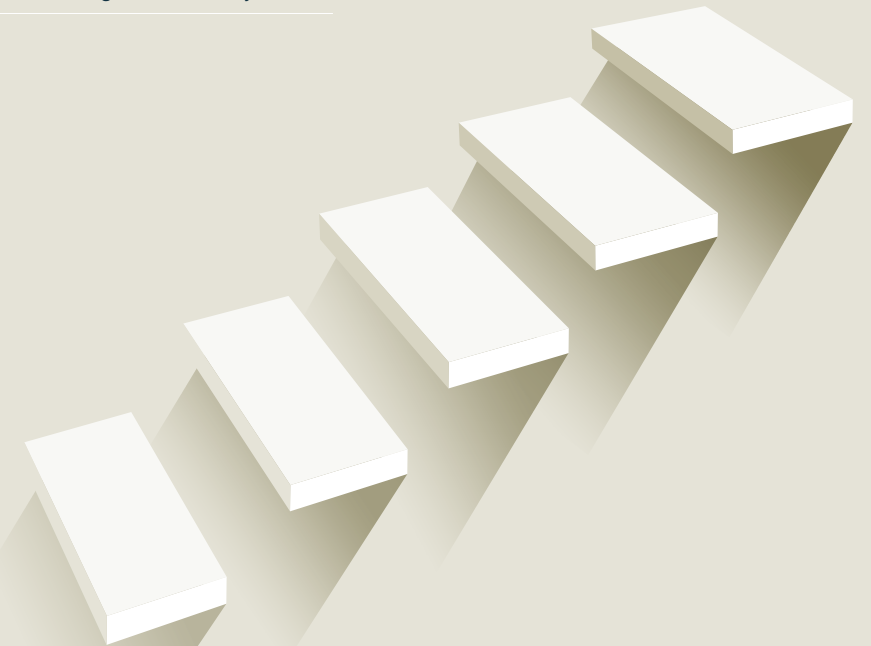
	COMPETENCIES				
	Lead self	Lead team	Lead with vision	Lead strategically	Lead organisation
Chief Executive	✓	✓	✓	✓	✓
Exec GM	✓	✓	✓	✓	
Manager	✓	✓			
Team Leader	✓	✓			
Team Player	✓				



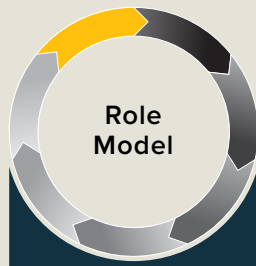
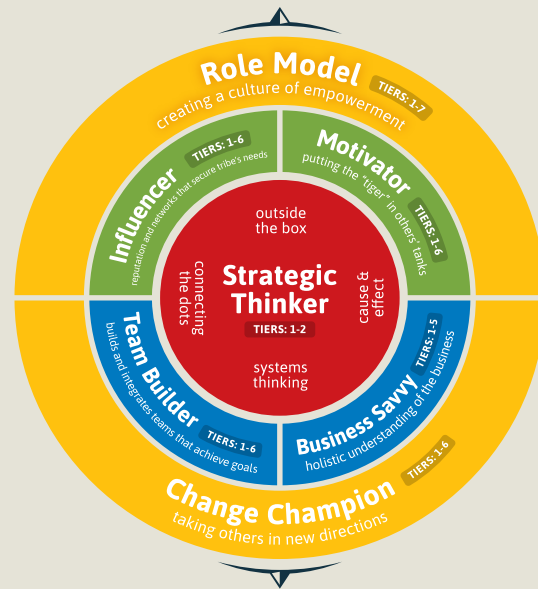
THE FIVE LEADERSHIP DEVELOPMENT COURSES

Online courses, coaching, workshops and residential programmes

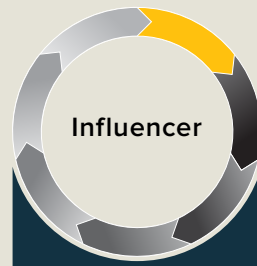
	Lead self	Lead team	Lead with vision	Lead strategically	Lead organisation
Chief Executive	✓ Team Player Course	✓ Master Team Builder Course, Coaching Clinic	✓ Leadership Step Up Programme, Leadership Coaching	✓ SBU & Group Strategy, Team Dynamics Workshop, Team Engagement Workshop, Team Development Workshop	✓ CE Class, Dealing with complex challenges, Career journey, Contributing to community
Exec GM	✓ Team Player Course	✓ Master Team Builder Course, Coaching Clinic	✓ Leadership Step Up Programme, Leadership Coaching	✓ SBU & Group Strategy, Team Dynamics Workshop, Team Engagement Workshop	
Manager	✓ Team Player Course	✓ Master Team Builder Course, Coaching Clinic	Leadership Step Up Programme, Leadership Coaching		
Team Leader	✓ Team Player Course	✓ Master Team Builder Course, Coaching Clinic			
Team Player	✓ Team Player Course				



THE SEVEN COMPONENTS OF THE LEADERSHIP FRAMEWORK



All Levels



All Levels



All Levels



All Levels



Levels 1 – 4



Levels 1 – 4



Levels 1 – 3

THE CONCEPTUALISATION THAT ENCOMPASSES THE LEADERSHIP FRAMEWORK

The Leadership Framework is a set of competencies that are at the heart of leadership development at ISL and Smart Leader Diagnostics. The framework is subsumed by the seven key leadership capabilities that each leader needs to demonstrate for them to lead effectively.

1. Role Model
2. Influencer
3. Motivator
4. Team Builder
5. Change Champion
6. Business Savvy
7. Strategic Thinker

Each of these key competencies are further defined and measured **in the 063 | 360° psychometrics tool** by eight behavioural characteristics that apply to leaders at all levels of management (with the exception of Strategic Thinking that is applicable for senior leaders). All-in-all, there are fifty-six measures that underpin the Framework and are measured in the 063 | 360° Profiler deployed by ISL and Smart Leader in the Leader Performance Dashboard.

Leaders at each level demonstrate these competencies within a different context. For example, all leaders are responsible for influencing others. At the Team Leader level this includes their team members,

their leader, peers and the others with whom they interact. At the Lead Organisation level, this extends to strategic relationships across external stakeholder groups (e.g. central government, industry groups, and strategic partners). The Leadership Framework aligns well with the values of ISL clients, and serves to support those organisations to achieve their purpose, vision, and strategic goals.

It is critical that leaders, at all levels, can articulate the purpose and vision of their team so that team members can see the part they play in achieving the team mission and gain a sense of personal purpose and meaning.

THE LEADERSHIP DEVELOPMENT JOURNEY ~ MILESTONES & PATHWAY

