

# GEORGIA TECH LEADER COMPETENCY MODEL

COMPETENCY	DEFINITION	DIMENSION 1	DIMENSION 2	DIMENSION 3	DIMENSION 4	DIMENSION 5
<b>ACTS STRATEGICALLY</b>	A leader who acts strategically will thoughtfully align work to the Institute's Strategic Plan, set priorities, make data-informed decisions, and take action to deliver results.	<b>Vision</b> <ol style="list-style-type: none"> <li>Creates an inspiring vision for the future.</li> <li>Makes decisions in alignment with the Institution's vision</li> </ol>	<b>Innovation and Change</b> <ol style="list-style-type: none"> <li>Challenges existing ways of doing things.</li> <li>Champions innovative ideas, even when faced with skepticism</li> </ol>	<b>Prioritization and Decision Making</b> <ol style="list-style-type: none"> <li>Is selective in determining the initiatives on which to focus.</li> <li>Communicates high-priority initiatives to maintain focus on the right activities</li> </ol>	<b>Implementation</b> <ol style="list-style-type: none"> <li>Delivers results in alignment with strategic goals.</li> <li>Effectively engages the right people in activities that fit their strengths.</li> </ol>	<b>Risk Taking</b> <ol style="list-style-type: none"> <li>Considers the economic risk and reward when making decisions.</li> <li>Demonstrates a willingness to take a chance at failure for the sake of innovation.</li> </ol>
<b>DEMONSTRATES INCLUSIVITY</b>	A leader who demonstrates inclusivity will show awareness of their own biases and actively seeks different perspectives, and opportunities to connect and collaborate with others in ways that foster psychological safety and belonging	<b>Courage</b> <ul style="list-style-type: none"> <li>Connects with people of all backgrounds.</li> <li>Takes action if others are being mistreated.</li> </ul>	<b>Psychological Safety</b> <ul style="list-style-type: none"> <li>Encourages open discussions about important issues.</li> <li>Welcomes others to raise concerns.</li> </ul>	<b>Belonging</b> <ul style="list-style-type: none"> <li>Actively invites alternative perspectives.</li> <li>Effectively collaborates by seeking out diverse options.</li> </ul>	<b>Bias awareness, judgment</b> <ul style="list-style-type: none"> <li>Mitigates the impact of personal biases in decision-making.</li> <li>Proactively manages inclusive team dynamics</li> </ul>	<b>Respect</b> <ul style="list-style-type: none"> <li>Treats community members fairly</li> <li>Demonstrates respect for all individuals.</li> </ul>
<b>EXHIBITS SOCIAL INTELLIGENCE</b>	A leader who exhibits social intelligence possesses the ability to understand, manage, and get along well with others.	<b>Trust, vulnerability</b> <ul style="list-style-type: none"> <li>Creates an environment of trust.</li> <li>Is modest regarding own capabilities.</li> </ul>	<b>Empathy</b> <ul style="list-style-type: none"> <li>Demonstrates empathy with other's feelings.</li> <li>Is attentive to the needs of others.</li> </ul>	<b>Communication</b> <ul style="list-style-type: none"> <li>Shares important information in a timely manner.</li> <li>Actively listens with openness.</li> </ul>	<b>Cultural Awareness</b> <ul style="list-style-type: none"> <li>Practices compassion towards unique background of community members.</li> <li>Understands the forces that shape other's views.</li> </ul>	<b>Builds Relationships</b> <ul style="list-style-type: none"> <li>Shows interest in others.</li> <li>Provides assistance when it is needed.</li> </ul>
<b>DEVELOPS SELF AND OTHERS</b>	A leader who develops self and others invests resources into professional development opportunities, creates a culture of feedback and manages team dynamics.	<b>Conflict management, Difficult Conversations</b> <ul style="list-style-type: none"> <li>Engages in difficult conversations when necessary.</li> <li>Appropriately addresses tensions.</li> </ul>	<b>Feedback and Motivation</b> <ul style="list-style-type: none"> <li>Celebrates successes with those responsible.</li> <li>Provides useful coaching.</li> </ul>	<b>Performance and Growth</b> <ul style="list-style-type: none"> <li>Sets clear performance expectations.</li> <li>Exposes people to learning opportunities.</li> </ul>	<b>Self-awareness</b> <ul style="list-style-type: none"> <li>Admits mistakes.</li> <li>Shows a balanced awareness of strengths and weaknesses.</li> </ul>	<b>Resilience</b> <ul style="list-style-type: none"> <li>Is motivated by the hope of success rather than the fear of failure.</li> <li>Learns from mistakes.</li> </ul>

## LinkedIn Learning Self-Paced Courses

- [Coaching Your Team to Think and Act Strategically](#)
- [Leading Strategically](#)
- [Leading with Innovation](#)
- [Enhancing Team Innovation](#)
- [Managing Innovation](#)
- [Executive Decision-Making](#)
- [Secrets of Effective Prioritization](#)
- [Balancing Innovation and Risk](#)
- [Change Management Foundations](#)

## Additional Courses and Resources

- [Emerging Leaders Program](#) (tenured faculty)
- [Faculty Executive Leadership Program](#) (senior tenured faculty leaders)
- New Faculty Leaders Bootcamp (new chairs and deans)
- [OFPD Writing Scholars](#) (All faculty)
- OFPD Semester Strategic Plan Workshop
- OFPD Writing Pipeline Workshop
- OFPD Art and Science of Saying No Workshop
- OFPD Aspire Career Development Program (starting Spring 2024 for APL faculty)

DEMONSTRATES  
INCLUSIVITY

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## **LinkedIn Learning Self-Paced Courses**

- [Creating Psychological Safety for Diverse Teams](#)
- [Diversity, Inclusion, and Belonging](#)
- [Developing a Diversity, Inclusion, and Belonging Program](#)
- [Fostering Belonging as a Leader](#)
- [How Managers Create a Culture of Belonging](#)
- [The Courage of Self Compassion](#)
- [Upgrading Your Confidence and Courage at Work](#)
- [Inclusive Leadership](#)
- [Inclusive Mindset](#)
- [Driving Inclusion with Empathy](#)

## **Additional Courses and Resources**

- [Emerging Leaders Program](#) (tenured faculty)
- [Faculty Executive Leadership Program](#) (senior tenured faculty leaders)

## **LinkedIn Learning Self-Paced Courses**

- [Building Trust](#)
- [How to Win Trust and Connect Masterfully](#)
- [Vulnerability: The Workplace Superpower Disguised as a Weakness](#)
- [Implementing a Vulnerability Management Lifecycle](#)
- [Learning Vulnerability Management](#)
- [Communicating with Empathy](#)
- [How Leaders Can Connect Empathy and Results](#)
- [Leading with Empathy](#)
- [Building Professional Relationships](#)
- [Communication Tips](#)

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DEVELOPS SELF  
AND OTHERS

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### LinkedIn Learning Self-Paced Courses

- [Managing Team Conflict](#)
- [Conflict Resolution Foundations](#)
- [How Leaders Drive Results and Resolve Conflict in a Hybrid Workplace](#)
- [Working with High-Conflict People as a Manager](#)
- [How to Proactively Manage Conflict as an Employee](#)
- [Virtual Performance Reviews and Feedback](#)
- [Inspirational Leadership Skills: Practical Motivational Leadership](#)
- [Developing Self-Awareness](#)
- [Strategies to Improve Self-Awareness](#)
- [Boost Resilience with Mindfulness](#)

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