



7 LEADERSHIP COMPETENCIES

21st Century Leaders' online learning management system, *Leadership Connect*, is centered on the seven foundational leadership competencies, designed for *developing* leaders during their high school career that will prepare them for success in college and entry into the 21st Century job market. All online lessons will fall under one (or more) of these competencies.

1. Communicating Effectively

Students will develop and master the following skills under the leadership competency communicating effectively.

Developed	Mastery
<ul style="list-style-type: none"> • Practices attentive and active listening. • Always focuses on the moment, paying close attention to the speaker and resists distractions. • Creates a dialogue by asking probing and clarifying questions. • Is able to write clearly and succinctly in a variety of mediums. • Is a skilled presenter in a variety of situations and audience sizes. • Ability to construct a logical argument and accomplish objectives with an effective presentation. • Recognizes that effective communication is a complete package of writing, speaking, and stage presence. 	<ul style="list-style-type: none"> • Clearly and concisely informs others in a timely and organized manner. • Can get messages across (both written and verbal) to achieve the desired results or affect. • Ability to incorporate various types of media/technology to add impact to a presentation. • Able to quickly analyze an audience or situation and flexes communication style appropriately. • Can speak contemporaneously presenting a logical sequence of information or ideas to an audience with little or no notice.

2. Problem Solving

Students will develop and master the following skills under the leadership competency problem solving.

Developed	Mastery
<ul style="list-style-type: none"> • Effectively defines the problem before trying to solve it. • Uses rigorous logic and methods to solve difficult problems with effective solutions. • Probes past the obvious and doesn't stop when the first answer does not work. • Seeks multiple sources to find a solution. • Sensitive to due process and proper pacing. • Verifies that the problem is solved. 	<ul style="list-style-type: none"> • Has the ability to see beyond the obvious and is willing to "look under rocks" to understand a problem. • Digs deeper into a complex problem to identify the root cause, when needed. • Sensitive to understanding the needs of people and gathering information before making judgments or decisions. • Possesses the ability to think quickly and to assess a situation in the light new information.



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3. Action-Oriented

Students will develop and master the following skills under the leadership competency action-oriented.

Developed	Mastery
<ul style="list-style-type: none"> • Knows the steps needed to achieve a goal and has the skills and ability to follow the plan. • Is focused on the objective or end result. • Consistently meets personal goals • Energetically pursues opportunities. • Is not slowed down by mistakes or setbacks. • Takes initiative in challenging situations. • Disciplined and can be counted on to deliver results. • Has the persistence and determination to keep working at something until successful. • Can comfortably handle risk, uncertainty, and change. • Leverages small successes or “wins” in an atmosphere of uncertainty and change. • Accepts errors and mistakes as a part of “the process” of getting things done. • Measures performance against goals or a standard of excellence. • Breaks down a large task into smaller achievable steps. 	<ul style="list-style-type: none"> • Actively seeks opportunities. • Creates opportunities where they seemingly may not be apparent. • Seizes challenging opportunities • Involves others as needed to meet a goal or objective. • Quickly learns from mistakes and takes corrective action to meet a goal or objective. • Pushes self and others to achieve stretch goals • Applies strategic thinking to “chart new ground.” • Can act and decide without having the total picture. • Can “shift gears” comfortably in an environment of rapid change. • Anticipates roadblocks and finds ways to avoid them, when possible. • Accurately scopes out length and complexity of tasks and projects. • Has a balanced sense of structure and flexibility in order to accomplish tasks. • Quickly zeros in on the critical few and puts the trivial many aside. • Applies strategic thinking and priority setting when there are multiple demands or limited resources.

4. Self-Development

Students will develop and master the following skills under the leadership competency self-development.

Developed	Mastery
<ul style="list-style-type: none"> • Is personally committed to and actively works to continuously improve him/herself. • Acquires new skills to prepare for the future. • Willingness to learn from mistakes. • Seeks mentors for feedback and coaching. • Persistently sets and pursues personal improvement goals. • Maintains a positive attitude with the ability to rebound from set-backs. • When coached, works to develop knowledge and skills targeted for improvement. • Possesses positive attitude about self, learning, and development. 	<ul style="list-style-type: none"> • Always learning, requests coaching and seeks feedback to improve. • Acts as a mentor to develop the skills and potential of others. • Shares best practices and lessons learned to help develop others.

5. Building Effective Teams

Students will develop and master the following skills under the leadership competency building effective teams.

Developed	Mastery
<ul style="list-style-type: none"> • Possesses a range of interpersonal communication skills and knows when to use them. • Fosters diverse ideas within the team. • Creates a feeling of belonging and contribution within the team. • Respects the process and dynamics within the team. • Eliminates obstacles that impede the success of the team. • Will step up to resolve a team conflict. • Can find common ground and get cooperation if conflicts arise. • Creates a climate in which people want to do their best. • Shares ownership and empowers others • Invites input and feedback from others. • Builds constructive and effective relationships. • Ability to focus on others (over self). 	<ul style="list-style-type: none"> • Confidently applies diplomacy and tact with all types of people in a variety of situations. • Ability to communicate effectively with people at all levels within an organization. • Ability to read the situation and people involved in the conflict. • Can negotiate agreements and settle disputes equitably.

- Is a positive or calming influence when challenges or conflicts arise.
- Not easily knocked off balance or rattled with challenges or setbacks.

6. Integrity/Trust

Students will develop and master the following skills under the leadership competency problem solving.

Developed	Mastery
<ul style="list-style-type: none"> • Adheres to an appropriate and effective set of core values. • Behaviors and actions are in sync with core beliefs and values, e.g., “walk the talk.” • Consistently applies core values to actions and decisions. • Is seen as an honest and trustworthy individual. • Can be counted on in all situations. • Openly admits to a mistake and then makes amends. • When a mistake is made “owns up” to it without blaming other people or circumstances for the mistake. • Honors commitments, big or small, to others. 	<ul style="list-style-type: none"> • See trust as a highly valued “currency” in personal and professional relationships. • Is widely trusted and does not misrepresent him/herself for personal gain. • Allows people to innovate, make mistakes, regroup and try again without retribution. • Ability to speak the truth about an issue or concern without blaming or judging others.

7. Career Ambition

Students will develop and master the following skills under the leadership competency career ambition.

Developed	Mastery
<ul style="list-style-type: none"> • Knows what he/she wants in a career and actively works on it. • Markets self for opportunities. • Makes sacrifices to pursue career opportunities. • Willing to work outside of comfort zone to achieve career advancement. • Recognizes the importance of embracing technology and how it impacts career opportunities. • Dedicated to learning the technical skills 	<ul style="list-style-type: none"> • Has the ability to create career opportunities and make advances. • Seeks information impacting future trends in business in general and specialized area of focus. • Keeps pace with new technology as it relates to area of interest. • Mentor to others about how business works in general and in specialized area of focus.



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required in career area of interest.

- Knowledgeable about how business works in general and in specialized area of focus.
- Knowledgeable and up-to-date on practices and technologies affecting business (in his/her area of focus).
- Seeks information and knowledge to develop expertise in business in general and his/her specialized area of focus.