

My Leadership – Conduct a Self-Review & Explore Development Resources

McMaster Leadership Capabilities (check mark strengths)	Demonstrated Evidence of Strengths/Capabilities	Development Resources
<p>Takes a Strategic Approach</p> <ul style="list-style-type: none"> <input type="checkbox"/> Promotes McMaster culture and values <input type="checkbox"/> Understands global trends and impact <input type="checkbox"/> Anticipates challenges, risks and outcomes <input type="checkbox"/> Gathers key information and resources <input type="checkbox"/> Enables strategic plans through role 	<ul style="list-style-type: none"> <input type="checkbox"/> Understanding the workings, structure and culture of the organization as well as the political, social and economic issues, to achieve results. <input type="checkbox"/> Developing and inspiring commitment to a vision of success; supporting, promoting and ensuring alignment with the organization’s vision and values. <input type="checkbox"/> Interpreting, linking, and analyzing information in order to understand issues. <input type="checkbox"/> Gaining support from and convincing others to advance the objectives of the organization. 	<p>Community Involvement</p> <ul style="list-style-type: none"> <input type="checkbox"/> Internal/external volunteer opportunities <p>Growing relationships</p> <ul style="list-style-type: none"> <input type="checkbox"/> Networking <input type="checkbox"/> Coaching (Self /peer, open to coaching and active practices) <input type="checkbox"/> Mentoring (Peer mentor /mentee) <input type="checkbox"/> Communities of practice (internal /external) <input type="checkbox"/> Assessments (personality, skill, competency, leadership) <input type="checkbox"/> Professional Association memberships <input type="checkbox"/> Social media profiles (LinkedIn) <p>Education training</p> <ul style="list-style-type: none"> <input type="checkbox"/> Internal leadership programs (Personal, Knowledge, or Strategic leader) <input type="checkbox"/> External Programs (related to role, Subject-matter-expertise) <input type="checkbox"/> eLearning /self-study <input type="checkbox"/> Workshops /Conferences <input type="checkbox"/> Industry /Technical training <input type="checkbox"/> Professional designations /certifications <input type="checkbox"/> CCE /Macpherson Institute, McMaster Executive Education <input type="checkbox"/> MORE on A2L
<p>Communicates & Collaborates</p> <ul style="list-style-type: none"> <input type="checkbox"/> Identifies opportunities to collaborate with others <input type="checkbox"/> Generates trust and an inclusive environment <input type="checkbox"/> Listens with insight and respect <input type="checkbox"/> Leverages internal and community networks <input type="checkbox"/> Provides meaningful recognition 	<ul style="list-style-type: none"> <input type="checkbox"/> Seeking and building strategic alliances and collaborative arrangements through partnerships to advance the objectives of the organization. <input type="checkbox"/> Preventing, managing and/or resolving issues and conflict situations to ensure an inclusive work environment which fosters trust and respectful relationships. <input type="checkbox"/> Listening to others and communicating in an effective manner that fosters open communication and recognizes contributions. <input type="checkbox"/> Working collaboratively with others to achieve common goals and positive results. 	
<p>Drives Results</p> <ul style="list-style-type: none"> <input type="checkbox"/> Advances the University Strategy <input type="checkbox"/> Delivers with integrity <input type="checkbox"/> Balances priorities to achieve success <input type="checkbox"/> Accepts responsibility and accountability for results <input type="checkbox"/> Takes prudent risks which enable innovation <input type="checkbox"/> Operates with fiscal responsibility 	<ul style="list-style-type: none"> <input type="checkbox"/> Building and actively maintaining working relationships and/or networks of contacts to further the organization’s goals. <input type="checkbox"/> Fostering and supporting the principles and values of the organization and the Public Service as a whole. <input type="checkbox"/> Defining tasks and milestones to achieve objectives, while ensuring the optimal use of resources to meet those objectives. <input type="checkbox"/> Focusing personal efforts on achieving results consistent with the organization’s objectives. <input type="checkbox"/> Identifying, assessing and managing risk while striving to attain objectives. <input type="checkbox"/> Ensures the effective, efficient and sustainable use of Public Service resources and assets: human and financial resources, real property and business information. 	

<p>Champions Change & Innovation</p> <ul style="list-style-type: none"> <input type="checkbox"/> Acts as a positive change agent <input type="checkbox"/> Illustrates resilience and adaptability <input type="checkbox"/> Is bold in championing innovations <input type="checkbox"/> Identifies and fosters opportunities for continuous improvement <input type="checkbox"/> Seeks and utilizes feedback 	<ul style="list-style-type: none"> <input type="checkbox"/> Managing, leading and enabling the process of change and transition while helping others deal with their effects. <input type="checkbox"/> Adjusting own behaviours to work efficiently and effectively in light of new information, changing situations and/or different environments. <input type="checkbox"/> Questioning conventional approaches, exploring alternatives and responding to challenges with innovative solutions or services, using intuition, experimentation and fresh perspectives. <input type="checkbox"/> Identifying and dealing with issues proactively and persistently; seizing opportunities that arise. 	<p>On-the-job experience</p> <ul style="list-style-type: none"> <input type="checkbox"/> On-boarding activities (New to Organization and/or Role) <input type="checkbox"/> Practical operational experiences (i.e. budgeting, strategic planning) <input type="checkbox"/> Special cross functional /unit assignments <input type="checkbox"/> Project work (team/department/university)
<p>Develops People</p> <ul style="list-style-type: none"> <input type="checkbox"/> Engages in personal, team and leader development <input type="checkbox"/> Celebrates and promotes diversity <input type="checkbox"/> Actions learning to enhance value of work <input type="checkbox"/> Inspires others using a coach approach <input type="checkbox"/> Provides balanced and timely feedback 	<ul style="list-style-type: none"> <input type="checkbox"/> Fostering the development of others by providing a supportive environment for enhanced performance and professional growth. <input type="checkbox"/> Identifying and addressing individual strengths and weaknesses, developmental needs and changing circumstances to enhance personal and organizational performance. <input type="checkbox"/> Leading and supporting a team to achieve results. 	<ul style="list-style-type: none"> <input type="checkbox"/> Leading team, department and project group meetings <input type="checkbox"/> Internal and external event management <input type="checkbox"/> Job shadowing /rotations
<p>Invests in Relationships</p> <ul style="list-style-type: none"> <input type="checkbox"/> Enhances the university brand, reputation and financial success <input type="checkbox"/> Builds relationships using a service model approach <input type="checkbox"/> Creates positive student, employee and partner experiences <input type="checkbox"/> Participates actively in community engagement <input type="checkbox"/> Demonstrates creativity in resolving issues 	<ul style="list-style-type: none"> <input type="checkbox"/> Making decisions and solving problems involving varied levels of complexity, ambiguity and risk to generate positive client and partner experiences <input type="checkbox"/> Identifying and responding to current and future client needs; providing service excellence to internal and external clients 	