EMERGING LEADER COMPETENCIES

COUNTY VALUES

EQUITY

Effective Relationship Building and Interpersonal Skills

- Demonstrates respect for employees' social identities (e.g., race, gender, disability status, religion, etc.) and their relevance in the workplace in order to support and elevate their lived experiences.
- Articulates and models the department's/unit's commitment to Racial Equity and Social Justice.
- Recognizes and addresses incidents of explicit and implicit bias in the workplace.

EXCELLENCE

Policies and Procedures

Understands and implements County policies and procedures.

Building Talent

Improves the abilities of employees through planning and coaching.

Inspiring Excellence

Role models fulfilling responsibilities, openness to learning from others, and commitment to all aspects of improvement in the workplace.

INNOVATION

Fosters Continuous Improvement and Innovation

Identifies and implements improvements and innovations that increase efficiency and enhance work quality. Encourages and is receptive to unconventional ideas and contributions. Recognizes staff members who make innovative suggestions that improve processes, work environment, or customer service.

Critical Thinking and Alignment

Understands the process to conceptualize, analyze, and evaluate information gathered from observations, experiences, and communications. Applies information to align team goals, roles, and practices to improve employee discussions, generate new ideas, and problem-solve team projects.

COLLABORATION

Effective Relationship Building and Interpersonal Skills

Builds positive working relationships and collaborative work environment by establishing trust, communicating in a tactful way, expressing empathy, and practicing active listening. Maintains productive work relationships while considering multiple perspectives.

Conflict Management

Navigates difficult conversations and facilitates the prevention and/or resolution of conflict to maintain productive working relationships.

Facilitation

Engages a team of individuals to work toward common objectives.

ACCOUNTABILITY

Delegation

Appropriately assigns tasks to staff and colleagues for optimal project completion.

Fiscal Operations

Manages relevants ources of funding and develops a budget to forecast and monitor revenues and expenditures.

Optimizing Performance

Adopts practices to help team members do their best work through ownership.

Project Management

Organizes people and activities to create efficient workflow.

Determines the scope and requirements of a project, coordinates and schedules activities, uses resources well, and manages risk for quality completion.