

KEY COMPETENCIES & SKILLS

INTEGRITY & TRUST

- Demonstrates transparency
- Willing to do the difficult but right thing
- Presents unvarnished truth in a helpful, appropriate manner
- Seen as a direct, truthful individual

CUSTOMER SERVICE

- ● ● Ensures products and services meet customer needs
- Meets customer expectations and needs

SKILLS

- Stakeholder collaboration
- Systems thinking
- Creates an environment for employee engagement
- Strategic agility
- Builds effective teams
- Organizes work
- Develops direct reports
- Motivates others
- Organizational ability
- Planning
- Attention to detail
- Priority setting

PASSION & ENERGY

- ● Brings passion and purpose to every interaction
- Demonstrates enthusiasm and positivity
- Tenacious work ethic

IMPROVE & INNOVATE

- Drives improvement
- Believe status quo is not an option
- Manages and improves processes
- Solves problems

RELATIONSHIP MANAGEMENT

- Demonstrates deep care and respect for others
- Interpersonal savvy
- Approachable
- Promotes healthy peer relationships

CHANGE

- Creates opportunities to foster change and organizational development
- Guides and supports others through change
- Models composure
- Deals well with ambiguity

JOB RELEVANT BASIC SKILL SETS

SONOMA COUNTY LEADERSHIP PHILOSOPHY

- Executive Staff
- Managerial Staff
- Supervisory Staff
- Foundational Staff