

# COMPETENCY BUCKET

Fill your bucket with leadership tools to improve population health

## Owning Your Leadership Identity

*Learn how to be the leader you aspire to be.*

- Identify your values, vision and mission
- Recognize your strengths, gaps and impact on others
- Increase emotional intelligence
- Use techniques (e.g. mindfulness) to strengthen self-awareness and balance

## Valuing Culture and Differences

*Open yourself to diverse experiences and perspectives.*

- Gain command of concepts around identity, culture, equity, diversity and inclusion
- Model intercultural sensitivity in your position, organization and community
- Address health through an equity lens

## Developing Others

*Pay it forward by building the skills of others.*

- Give and receive feedback in a productive manner
- Practice the skills of peer and employee coaching
- Use motivation and engagement principles and practices

## Leading Positive Change

*Champion and facilitate positive change.*

- Understand different models of change management
- Communicate the need for change
- Encourage innovation

## Influencing Organizational Culture

*Nurture a positive organizational culture.*

- Recognize the elements of effective organizational culture
- Manage difficult conversations

## Creating Effective Partnerships

*Collaborate effectively across teams, organizations, and systems.*

- Build and sustain teams, networks and coalitions
- Manage and successfully resolve conflict
- Practice negotiation skills
- Create a shared vision

## Building Political Savvy

*Demonstrate political awareness and diplomacy.*

- Maneuver through power and influence
- Conduct stakeholder analyses
- Master techniques and strategies for influencing others

## Interpreting Complex Systems

*See your relevance and role in the broader system.*

- Assure understanding of trends, issues, and forecasting
- Embrace systems thinking approaches
- Exercise adaptive leadership skills

