

CAPABILITY DEFINITION



Leadership Capabilities

STUDENT FOCUS

Definition

We all have a role to play in promoting and supporting students - directly or indirectly - contributing to their success, education and transition as they build their path to the future.



Sample Descriptors

- Be a catalyst for success
- Consider the impact on students when making decisions
- Create a collaborative culture within and outside the classroom
- Hold instructors and students capable
- Model professionalism

Sample Descriptors

FOSTER & NURTURE RELATIONSHIPS

Definition

Fostering and nurturing relationships is at the core of everything we do. Successful workplace relationships take time to develop and include building trust, engagement and collaboration.



Sample Descriptors

- Acknowledge that sustainable relationships are built on trust
- Be authentic
- Be present; listen, observe
- Build confidence
- Care about the whole person
- Learn from colleagues
- Look for and find strengths in others
- Maintain confidentiality
- Take time to build relationships
- Work as a team

Sample Descriptors

- Acknowledge and value employee contribution
- Be receptive to requests for personal growth and professional development
- Consider diverse opinions and approaches
- Create opportunities for others to share and integrate ideas, and new knowledge
- Demonstrate trust and confidence in others
- Enable others to make choices and be accountable
- Inform others how their work contributes to the success of the college
- Lead by example
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CREATE TIME & SPACE

Definition

To be at our best and achieve organizational goals, we need both time and space. Time and space as a unitary concept promotes opportunities to listen, plan, think, create, innovate and develop relationships.



Sample Descriptors

- Create concepts and opportunities
- Develop trust and relationships
- Encourage and promote innovation
- Listen intentionally
- Plan strategically, operationally and tactically
- Think in order to process and make informed decisions



Employee Journey



