

## LEADERSHIP

# The Top 10 Competencies Spelled Out

Leadership skills and competencies are a requirement for most professionals in this competitive marketplace. The ability to bring out capabilities in others and realizing their utmost potential is one sure way of measuring your leadership capabilities.

Every organization differs on the specific skill sets and competencies needed for success but there are many leadership competencies that are relevant in all cases.

Following are the Top 10 competencies of leadership.

**Listening Skills.** The ability to conduct and initiate dialogic communications requiring active and reflective listening results in strong communication as well as strong interpersonal skills.

**Emotional Intelligence.** Self-awareness (self-assessment), self-management (self-control), social awareness (empathy) and relationship management (relationship building) define emotional intelligence, according to psychologist and author Daniel Goleman.

**Action-Oriented.** This entails leading by example and creating a culture that enacts the values you espouse and is driven by results. Exhibit precedent-setting actions that give high priority to the learning and development initiatives necessary to achieve desired results. Ultimately, you must have the ability to develop the people around you, pulling out their capabilities and potential.

**Diversity Awareness.** This means endorsing an organizational culture



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that understands and recognizes the importance of diversity for success; embracing the cultural, social and economic needs and differences within this diversity; providing positive influences and role modeling; and promoting the value-add for everyone.

**Enthusiasm, Eagerness and Energy.** These 3 E's always generate positive attitudes and positive thinking, resulting in high impact and motivation. This is contagious - if you embody enthusiasm, eagerness and high energy in your everyday interactions, so will others.

**Responsiveness to Individual and Corporate Needs.** Anticipate the unexpected, take a big picture perspective, think outside the box and be a proactive problem solver, taking into consideration the needs of your peers, staff, superiors, team

and the organization as a whole with the appropriate level of urgency.

**Sense of Humor.** Always keep things in perspective, maintaining a grounded and balanced outlook at all times. More often than not, laughter can be a stress releaser as well as a team builder.

**High Standards of Excellence.** Set a tone for high standards of excellence; display behaviors that create trust and credibility; maintain the highest level of integrity, honesty and sincerity; be genuine in your intentions; hold a high bar for acceptable standards, expectations, norms and behaviors, and do not tolerate anything less than the highest of standards.

**Influencing.** This is the ability to be a catalyst for change and to impact results. To do this, you must understand the needs of all stakeholders, rally involvement and participation, and communicate in a way that engages responsiveness.

**Proactive.** You're the strategic visionary who's able to envision and anticipate future needs, look ahead and translate goals and objectives into strategies, both short-term and long-term, and see all possibilities that you follow through to execution.

Leadership skills and competencies can be acquired by all - given the right tools, resources, development and, most of all, the desire.

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