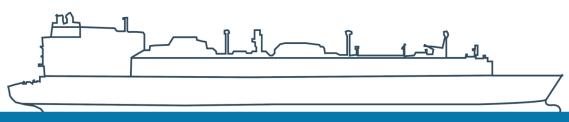
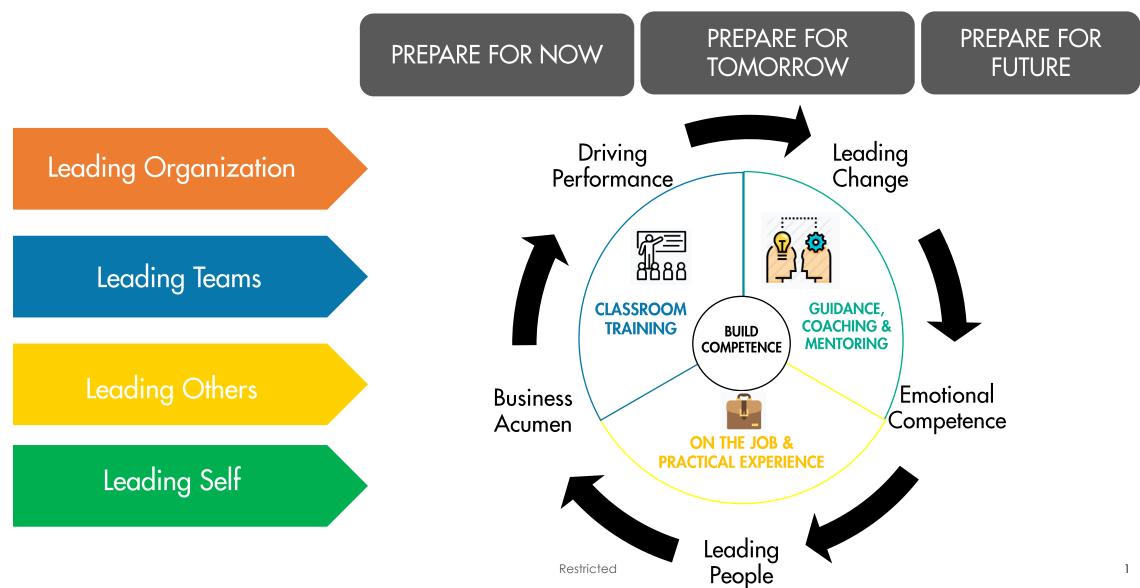
# Leadership Framework



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### **BGC** Leadership Framework



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### Levels of Leadership

		Target Audience
LEADING ORGANISATION	Driving the business through creating strategic alignment of the organization, market orientation and industry to shape business vision, culture and overall performance.	Top leaders leading organizational functions
LEADING TEAMS	Develop knowledge, skills, competence and understanding of how to formulate a vision, set a strategy and engage people towards meeting business strategy and goals.	Leaders of individual contributors
LEADING OTHERS	Develop skill set to lead a team to work together and achieve results through collaboration, trust and accountability.	Non-lead roles but leading projects
LEADING SELF	Develop self awareness, personal strength and skills each of which helps an individual to perform within the business context they work in.	Individual contributors, professional staff and emerging leaders

## 5 Core Leadership Elements

#### **BUSINESS ACUMEN**

The knowledge and understanding of the operations, functions, industry as well as the competitive environment in which the organization operates. The ability to use those information to effectively make business decisions.

#### 2 LEADING PEOPLE

The ability to manage people development, their work activities and performance with the goal of optimizing efficient use of talent – unlocking people's potential for success.

#### **3** EMOTIONAL COMPETENCE

An essential social skills that refers to the capability of a person to recognize, interpret, and respond constructively to emotions in yourself and others.

## 5 Core Leadership Elements

#### 4 LEADING CHANGE

The ability to lead change initiatives and involve others in identifying, implementing and sustaining important changes initiatives that will help to ensure the organization's success.

### **5 DRIVING PERFORMANCE**

The ability to promote positive results for the organization through big-picture strategy and effective delegation.



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