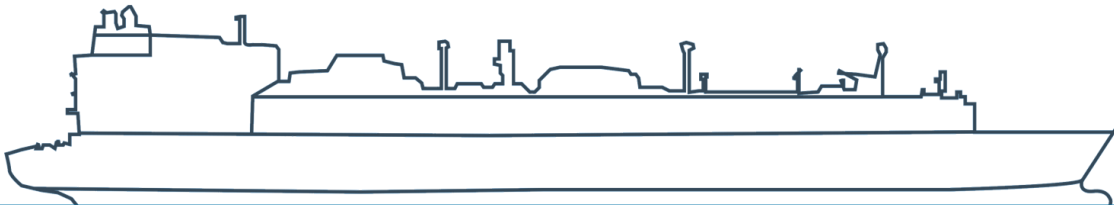


Leadership Framework



BGC Leadership Framework

PREPARE FOR NOW

PREPARE FOR TOMORROW

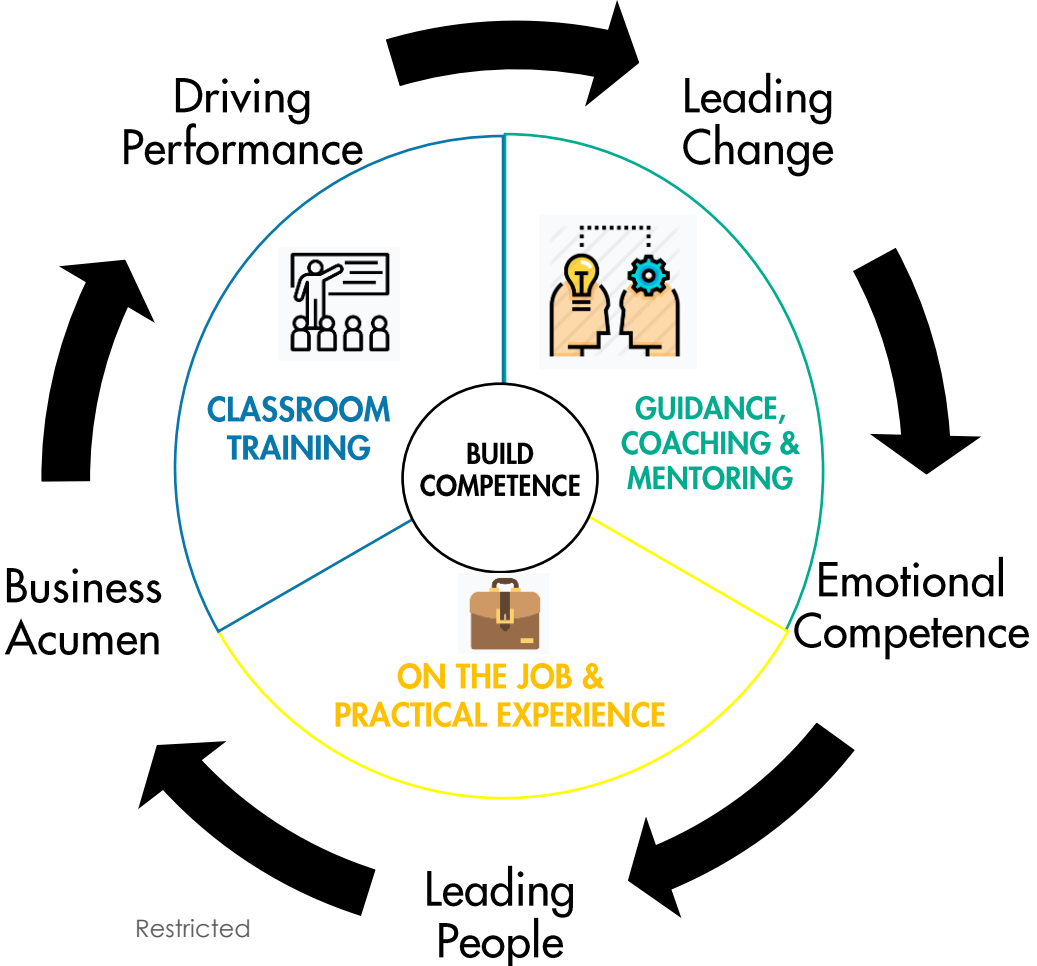
PREPARE FOR FUTURE

Leading Organization

Leading Teams

Leading Others

Leading Self



Levels of Leadership



5 Core Leadership Elements

1 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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