



Leadership Behaviours

Being a leader

- 1 Thinks strategically, taking an open and long-term view of possibilities
- 2 Articulates a clear vision, engaging others in the process
- 3 Acts purposefully and decisively to enable the achievement of goals and objectives
- 4 Takes responsibility and acts with integrity based on strong self-awareness and continuous reflection
- 5 Shows courage, resilience and creativity in approaching problems and difficult decisions
- 6 Leads inclusively and champions equality and diversity

Working with others

- 1 Builds effective relationships
- 2 Develops, motivates and supports others
- 3 Facilitates open and transparent communication
- 4 Encourages and values feedback and contributions
- 5 Empowers others to contribute and deliver
- 6 Is accountable for own actions and decisions and encourages accountability in others

Getting things done

- 1 Achieves agreed objectives, using resources and deploying staff flexibly
- 2 Thinks ahead, planning and delegating work and leading change effectively
- 3 Influences stakeholders to achieve desired change
- 4 Makes the most of current and emerging talent
- 5 Shows awareness of the wider context of the university, managing risk and reputation
- 6 Seeks to do things better, evaluating progress, innovating and taking action where necessary