

## LEADERSHIP BEDROCK® FRAMEWORK

Leadership is the social process of exerting influence for the dual purposes of operating to achieve objectives, and improving the organization. In the absence of these two primary purposes, leadership has no practical value to an organization.

The Foxwood Leadership Bedrock Framework provides the foundation for teaching leadership as well as for the practice of leadership at all levels of an organization.



Nested within the framework are specific competencies that define and communicate leadership requirements in organizationally relevant terms. They define and describe what effective leaders do to influence organizational and individual success.

## LEADERSHIP BEDROCK COMPETENCIES

### LEADING SELF

- Adaptability / Flexibility
- Accountability / Responsibility
- Initiative
- Integrity
- Self Awareness
- Learning
- Work Standards

### LEADING THE ORGANIZATION

- Results Orientation
- Business Acumen
- Strategic Thinking
- Risk Taking
- Growth Orientation
- Financial Skills
- Customer Orientation

### LEADING OTHERS

- Coaching / Mentoring
- Team Management
- Influence
- Delegation
- Relationship Building

### EFFECTIVE COMMUNICATION

- Active Communication
- Writing Skills
- Presentation Skills
- Informal Communication
- Listening Skills

### LEADING PERFORMANCE & CHANGE

- Organizing / Planning
- Continuous Improvement
- Creativity
- Conflict Management
- Decision Making
- Problem Solving

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