



Dobson Associates

Human Performance Consultants

Effective Safety Leadership Requires You to Possess 10 Specific Competencies

Leadership grows from what already exists inside of you. Authentic leaders ensure that their reputation reflects their true character.

Knowing Yourself

- 1) Self-Awareness--- being clear about your personal values, purpose, and vision; having a personal branding strategy; being real by living by your values; being accountable for your actions (both leadership and personal); knowing and trusting your intuition; living to learn.
- 2) Flexibility / Resiliency--- be a motivator and coach; help get things started; seeking opportunities for improvement and development; improve decisions by building off of other's ideas; maintain a positive, empowered attitude; continue to overcome adversity; be proactive in resolving issues and seeking new opportunities; use your time wisely by prioritizing daily items.

Working with Others

- 3) Interpersonal Skills--- try to understand and appreciate different perspectives; contribute and act as a full member of your team; demonstrate empathy and understanding for your team mates; build trust among your team mates and demonstrate your trustworthiness.
- 4) Communications Skills--- adapt to your audience to help others learn; express your intentions briefly and clearly in your written communications; articulate your intentions clearly when giving verbal instructions; listen for understanding from your audience; manage the flow of communications and information.
- 5) Employee Development--- motivate employees to attain a high standard of performance; coach to help with employee development and improved performance; respect everyone's differing values and needs; delegate tasks that aid in employee development; select the right people to fulfill specific project needs.

10 Competencies

- 6) **Creating Your Vision and Actualization**--- create a clear and inspiring picture / vision of the desired outcome; align the vision with organizational strategies; translate the vision and strategies into manageable action steps; influence and evangelize to your employees; use individual or different motivators and decision making styles; coach / teach everyone to seek and realize the win-win solutions.
- 7) **Customer Orientation**--- first understand the customer's expectations and needs; assemble the customer's input and requirements; become a partner with the customer; set and monitor all performance standards.
- 8) **Strategic Business Abilities**--- demonstrate your ability to ethically build your support for the customer; think ahead of the effects of your decisions and actions; operate with an awareness of the existing competition.
- 9) **Project Leadership**--- build cohesive, high performing teams that have a purpose; set, communicate, and monitor all objectives; gain and maintain buy-in by all customers; prioritize and manage all resources; manage potentially conflicting priorities; maintain the team effectiveness; balance standards with need for exceptions in decision making; align all decisions with business needs, values, and expected pace of progress.
- 10) **Change Management**--- identify and implement all appropriate change initiatives; understand the cost/benefit issues and the "return on investment" (ROI) impact of these change initiatives; manage all transitions with employees; demonstrate and build flexibility/resiliency among employees in the face of change.

The combination of these 10 specific competencies will form a basis to help you work with other people and in leading them through the confusion of change.

GOOD LUCK!!

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