

Leadership Competency Development

Can leadership behavior be learned and measured? Yes. Absolutely, you can learn to lead! We have the tools to do it, and best of all you define the desired behavior. Whether you're an individual taking charge of your own leadership development or a business owner, our unique set of tools provides the resources you need to learn **how** to lead.

If you have competencies or values in place already, use these tools to establish measurable benchmarks to help track developmental progress, establish success benchmarks, and measure objectively!

Organizational agility

Appreciates the importance of history and culture in design; thinks holistically to implement new ideas; utilizes both formal and informal communication to influence a project

5	4	3	2	1
Integrates the history and culture of the PNW and/or Port of Seattle culture in overall design and project implementation. Considers a wide variety of information and perspective in project implementation. Uses a wide variety of information and communication	Candidate shows an interest in integrating the history and culture of the PNW and/or Port of Seattle culture into the design, but integration may be limited. Demonstrates an interest in pursuing information and/or differing perspectives in project implementation, but may lack follow through. Information and/or communications may be partial or incomplete.		Candidate does not seem interested in integrating the history and culture of the PNW and/or Port of Seattle culture in overall design and project implementation. Has not demonstrated an interest in pursuing information and/or differing perspectives in project implementation. Information and/or communications significantly lack important details.	

Comments (please provide specific examples:

For additional information on each competency refer to the Port of Seattle Second Century Leadership Competency Framework

PMII – PMIII development rubric

Innovation driver:

Is future oriented; creates an environment that boosts creativity; actively seeks input from all levels.

5	4	3	2	1
Candidate demonstrates a strong future oriented persuasion, considers future trends and global considerations. Team members freely express creative ideas. Candidate actively seek information from multiple perspectives.	Candidate demonstrates a future oriented persuasion, considers future trends, and global considerations, but may show hesitancy in execution. Team members freely express creative ideas, but ideas may not be considered further. Candidate does not actively seek information from multiple perspectives.		Candidate does not consider future oriented perspectives, trends, or global considerations. Team members do not freely express creative ideas, or ideas may not be considered. Candidate does not actively seek information from multiple perspectives.	

Comments (please provide specific examples:

Developmental rubrics provide a consistent, Measurable, and objective approach to Leadership competency or organizational Values development.

This rubric measures organizational agility and innovation