

McMASTER'S CORE LEADERSHIP CAPABILITIES



Takes a Strategic Approach

- Promotes McMaster culture and values
- Understands global trends and impact
- Anticipates challenges, risks and outcomes
- Gathers key information and resources
- Enables strategic plans through role

Communicates & Collaborates

- Identifies opportunities to collaborate with others
- Generates trust and an inclusive environment
- Listens with insight and respect
- Leverages internal and community networks
- Provides meaningful recognition

Drives Results

- Advances the University strategy
- Delivers with integrity
- Balances priorities to achieve success
- Accepts responsibility and accountability for results
- Takes prudent risks which enable innovation
- Operates with fiscal responsibility

Champions Change & Innovation

- Acts as a positive change agent
- Illustrates resilience and adaptability
- Is bold in championing innovations
- Identifies and fosters opportunities for continuous improvement
- Seeks and utilizes feedback

Develops People

- Engages in personal, team and leader development
- Celebrates and promotes diversity
- Actions learning to enhance value of work
- Inspires others using a coach approach
- Provides balanced and timely feedback

Invests in Relationships

- Enhances the university brand, reputation and financial success
- Builds relationships using a service model approach
- Creates positive student, employee and partner experiences
- Participates actively in community engagement
- Demonstrates creativity in resolving issues