



# IHP Leadership Competencies



## TRANSFORMATIONAL LEADER

- Aligns people around a vision and common goals to achieve key priorities
- Sets clear expectations and holds people accountable
- Demonstrates emotional intelligence—self-awareness, self-management, and empathy, as well as social skills in managing relationships and building networks
- Recognizes and develops talent by delegating appropriately and providing mentoring and guidance for team members
- Empowers others to do and be their best
- Recognizes and celebrates accomplishments and contributions of individuals, teams, and successes of the IHP



## INCLUSIVE EXCELLENCE CHAMPION

- Fosters an equitable, inclusive and welcoming environment within department and IHP community
- Values and respects each member of the IHP community, regardless of role or individual differences
- Strives to assure IHP faculty and staff reflect a diverse group of individuals
- Builds and leverages diverse teams and relationships internally and externally to optimize results
- Mobilizes the talents and resources of the IHP community to address issues of health disparities and social justice inequities, locally and globally



## RELATIONSHIP BUILDER

- Projects an inspiring and persuasive presence
- Builds and maintains effective working relationships with others internally and externally
- Maintains an open mind and puts others at ease through effective listening, appropriate use of humor, and consideration of differing points of view
- Articulates the joint mission (education and health care) of the IHP to a variety of audiences in a way that is informative and inspiring
- Views situations with objectivity and demonstrates effective conflict resolution skills



## BUSINESS STRATEGIST

- Recognizes and appreciates the business foundation and fiscal realities of the IHP
- Appreciates the role and contributions of administrative departments in assuring a strong academic environment, and vice versa
- Exhibits strength in decision-making using data and metrics to inform action
- Takes into account the impact of administrative and financial decisions on the academic enterprise
- Builds and strengthens external relationships that enhance the IHP's mission and strategic goals



## AGILE LEARNER AND INNOVATOR

- Moves nimbly from a 30,000 foot view to ground level and back again
- Continually explores and expands understanding of the landscape of higher education and health care and the drivers that affect each
- Supports a culture of innovation, encouraging individual and group risk-taking
- Conveys curiosity and an appropriate sense of urgency in anticipating and addressing macro trends and issues of importance to the success of the IHP