Leadership Competencies Development Process

• Met with the following stakeholders in October
  • EC
  • Committee to discuss EC input
  • Committee vetted with their stakeholder groups and provided feedback
• Incorporated feedback as verbatim comments and/or themes
Leadership Framework

Leadership Competencies: Developmental

Strategic

Leadership Performance/Behaviors: Evaluative

Tactical

Alignment with Future State Strategies and Needs

Mission/Vision/Values
Leadership Competencies: Developmental

Leadership competencies are leadership knowledge, skills and abilities that contribute to strategic performance

• Attributes for the next generation of UT Health leaders
• Building capability to achieve future state strategy
Leadership Performance/Behaviors: Evaluative
A performance standard is a threshold, requirement or expectation of observable behaviors that must be consistently met
• Day to day effectiveness in current role
• Annual performance evaluation
Leadership Competency Recommendations

Map to GPS Performance Standards

Accountability
Achievement Orientation
Business Acumen
Communication Skills
Decision Making
Diversity and Inclusivity
Emotional Awareness
Innovative Thinking
Interpersonal Understanding
Organizational Awareness
Professionalism
Relationship Building
Talent Stewardship
Team Leadership
Questions to Consider in Advance of EC Discussion

- What is the role of a leader at UT Health San Antonio?

- Based on your perspective of our vision and strategy, will these leadership competencies position us for success in the future?

- Are there any competencies that you think/feel need to be updated? If so, what is missing?
Next Steps

Socializing
- What’s in it for me? (WIIFM)
- Expectations

Multi-Rater Process
- RFP process with potential vendors/selection/contracting
- Mapping of competencies
- Configuration/education/launch/implementation

Embedding Into Future Talent Processes
- Behavioral interview questions
- Learning and development programs
- Succession management