

Horizon Performance Solutions (HPS) Leadership Development Model

Leadership Dimensions

Competency Components

SELF LEADERSHIP



- Critical Thinking
- Emotional Intelligence
- Workplace Impact
- Professionalism
- Flexibility and Resilience

TEAM LEADERSHIP



- Leader/Follower Orientation
- Effective Communication
- Managing Conflict
- Developing Others
- Building Effective Teams

ORGANIZATIONAL LEADERSHIP



- Professional Expertise
- Establishing Values and Vision
- Strategic Thinking
- Innovation and Change
- Influencing and Negotiating



A leadership and organizational development consulting company

www.HorizonPerformanceSolutions.com

Horizon Performance Solutions Leadership Development Model and Assessment

The three dimensions of the Horizon Performance Solutions (HPS) Leadership Development Model are: **Self, Team, and Organizational Leadership**. *Self leadership* is demonstrated by those exhibiting knowledge and control of their feelings, motives, and behaviors; they are self-aware. *Team Leadership* competencies address skills necessary to be effective members or leaders of work groups. They are important to those growing into or serving in supervisory or managerial positions. Executives and experienced leaders will recognize the competencies outlined within the *Organizational leadership* dimension as critical to success in the most senior positions. These skills and abilities deal with guiding from the top and require a high level of broad organizational insight and understanding.



Within each of the three dimensions, there are five competency components. *Competencies* are defined as performance behaviors critical to success. Leadership competencies are the abilities, skills, knowledge, and characteristics necessary for providing effective direction and guidance to others and organizations. These are widely recognized performance behaviors that impactful leaders demonstrate across various types and sizes of organizations.

The model is based on the firm belief that leadership capacity can be developed and refined over time. The self, team, and organizational dimensions and their related competency components build on and complement each other. Attaining and aligning these skills results in a well-rounded and highly capable leader.



Using the Leadership Development Competency-Based Assessment

The Leadership Development Competency-Based Self and Co-Worker Assessments each account for 90 skills or behaviors that contribute to effective leadership. They are practical guides designed to assist individuals at any organizational level examine leadership strengths and challenges.

The self-assessment is both **instructional** in terms of depicting leadership competencies that contribute to success and **useful** in identifying strengths and challenge areas for continuous learning and professional development. The corresponding co-worker assessment can be a tool for gaining feedback and supporting leadership development coaching. Together, they become powerful resources in acquiring information necessary to optimize the growth of leadership and professional performance.

Below is a Self-Assessment competency component sample.

Professionalism: Demonstrable positive attitude, good judgment, and appropriate behavior in the workplace.

0 = Never (0%) 1 = Occasionally (25%) 2 = Half the Time (50%) 3 = Usually (75%) 4 = Always (100%)

I pay attention to the impression I make with respect to appearance, manner, and approach.	
I conduct myself in a composed manner in professional settings.	
I hold myself to the highest ethical standards and always operate with integrity.	
I am committed to gaining professional knowledge and maintaining productive engagement in the workplace.	
I am aware of the context of my situation and the audience/participants in each setting.	
I understand my organizational role and appropriately recognize the role and experience of others.	

Professionalism Score:

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