



RESILIENT, REPRESENTATIVE LEADERSHIP™ FRAMEWORK

FEATURING THE 10 ESSENTIAL COMPETENCIES FOR EDUCATIONAL LEADERS OF COLOR ©

DOMAIN 1
Projects and Maintains Steady, Confident Leadership

ESSENTIAL COMPETENCY 1

Strategic Disarming: Understands who is in the room, and takes proactive steps to mitigate potential issues by displaying warmth, openness, and a sense of humor.

ESSENTIAL COMPETENCY 2

Executive Stance: Communicates confidence and steadiness during difficult times, and adapts readily to new situations.

ESSENTIAL COMPETENCY 3

Equanimity: Demonstrates self-control in difficult situations.

ESSENTIAL COMPETENCY 4

Handles Disequilibrium: Can put stressful experiences into perspective and handles mistakes, stress, and ambiguity with poise.

DOMAIN 2
Effectively Navigates Organizational Dynamics and Relationships

ESSENTIAL COMPETENCY 5

Acts Systematically: Recognizes the political nature of the organization and works appropriately within it, including by establishing collaborative relationships and alliances.

ESSENTIAL COMPETENCY 6

Interpersonal Savvy: Is aware of own impact on situations and people, and accurately senses when to give and take during negotiations.

ESSENTIAL COMPETENCY 7

Recognizes Trade-Offs: Understands that every decision has conflicting interests and constituencies, and balances short-term pay-offs with long-term improvement.

DOMAIN 3
Knows Oneself and Lives Core Values

ESSENTIAL COMPETENCY 8

Acknowledges Mirror Moments: Has an accurate picture of strengths and weaknesses and is willing to improve.

ESSENTIAL COMPETENCY 9

Credibility: Acts in accordance with stated values, follows through on promises, and uses ethical considerations to guide decisions and actions.

ESSENTIAL COMPETENCY 10

Work/Life Harmony: Balances work priorities with personal life.