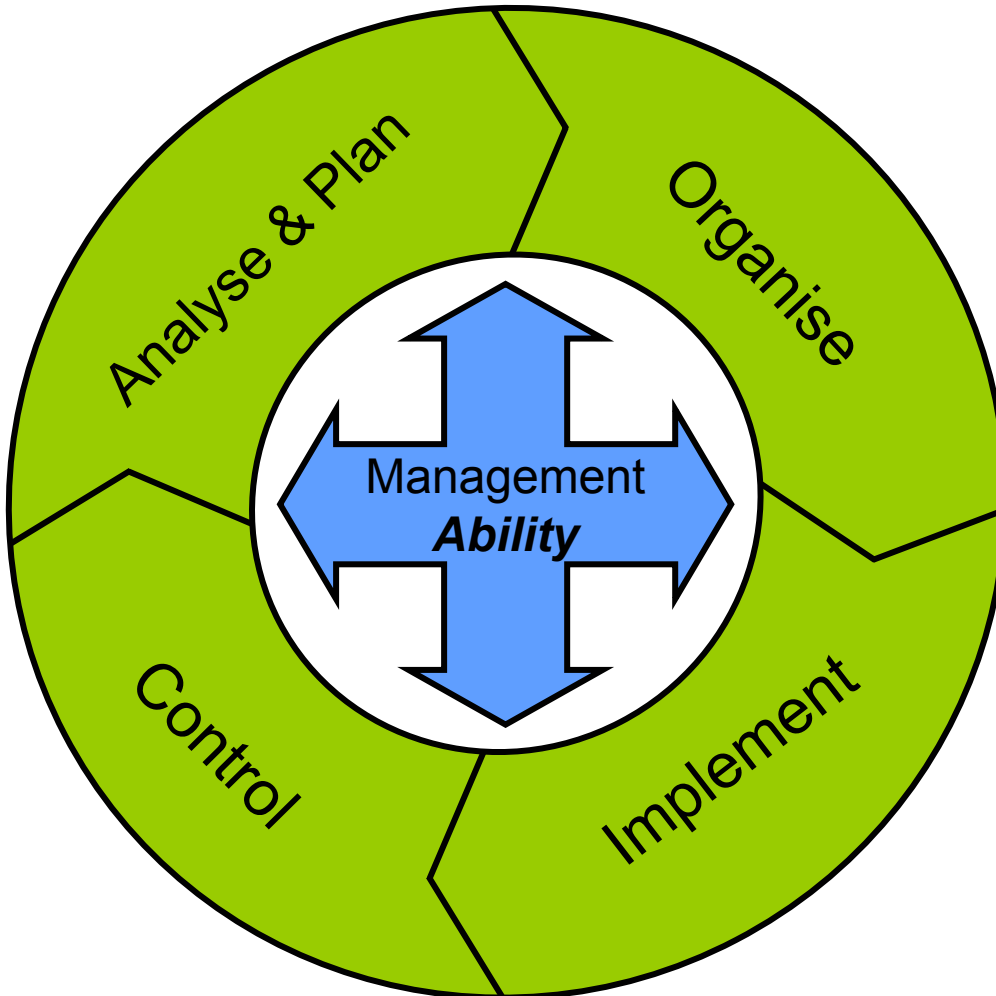




Environment – Situation

Personal network, political connections, structure, market conditions, business strategy & culture



Management – Ability

Ability to **Analyse** complex situation and form action **Plans**; **Organise** resources to achieve plans; **Implement** decisions; **Control** and measure progress



Leadership – Qualities

Influence, inspire, gain commitment and motivate people using leadership behaviour. Balance leadership with achieving tasks

The Individual

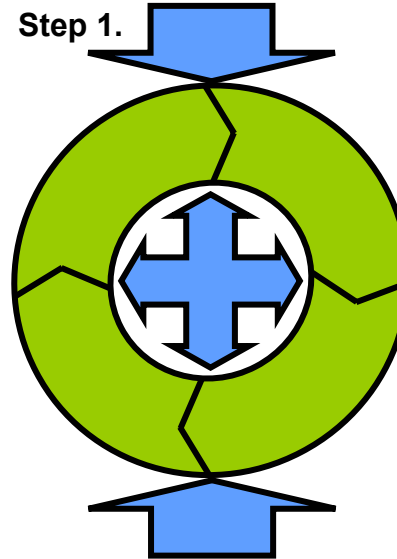
The Position

BASE Line Model

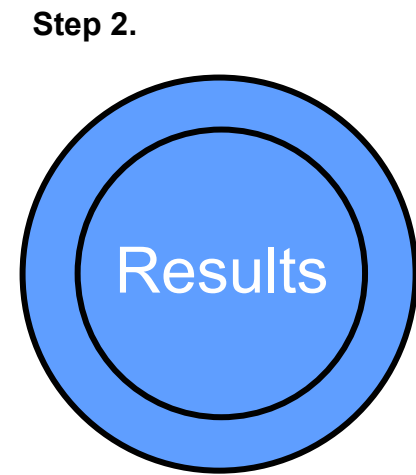
Step 3.

Behaviours & Traits
Attitudes & Beliefs
Skills & Competence
Education & Training

- What they are like?
- What they can do?



Job Analysis



Performance Indicators

Business Environment

Step 4.

- | | | | |
|-------------------------|------------------------|-----------------------|------------------------|
| • Access to Development | • Job Demands | • Business Life-Cycle | • Strategy & Processes |
| • Support & Resources | • Personal Aspirations | • Financial Position | • Company Values |
| • Attitude to Learning | • Team Demands | • Culture | • Technology |

Step 5.

Competency Map