

Leadership model

DIRECTOR+	PEOPLE LEADER	INDIVIDUAL CONTRIBUTOR
Results leadership		
<ul style="list-style-type: none"> Drives focused alignment Creates value for the customer Gets sustainable results the right way Delivers operational excellence 	<ul style="list-style-type: none"> Drives focused alignment Creates value for the customer Gets sustainable results the right way Delivers operational excellence 	<ul style="list-style-type: none"> Maintains alignment with the enterprise Creates value for the customer Gets sustainable results the right way
Personal leadership		
<ul style="list-style-type: none"> Communicates effectively Demonstrates emotional intelligence Builds trust Influences other Conquers fear Continuously learns Addresses conflict constructively 	<ul style="list-style-type: none"> Communicates effectively Demonstrates emotional intelligence Builds trust Influences others Demonstrates resilience Continuously learns Addresses conflict constructively 	<ul style="list-style-type: none"> Communicates effectively Builds trust Takes calculated risks Continuously learns
People leadership		
<ul style="list-style-type: none"> Builds talent and teams for the future Models collaborative team work Promotes diversity and inclusion Fosters a learning culture 	<ul style="list-style-type: none"> Builds talent and teams for the future Models collaborative team work Promotes diversity and inclusion Fosters a learning culture 	<ul style="list-style-type: none"> Collaborates with team Embraces diversity and inclusion
Thought leadership		
<ul style="list-style-type: none"> Sets a vision Develops creative solutions Applies critical thinking Makes strategic choices 	<ul style="list-style-type: none"> Develops creative solutions Applies critical thinking Makes informed decisions 	<ul style="list-style-type: none"> Develops creative solutions Applies critical thinking