Management Competency Framework

The MCF consists of 14 competencies broken down into 3 clusters- a competency is an observable behaviour that enables you to carry out a task or activity.

Enabling Others to Flourish

Coaching and Development
Builds capability in others

Empowering Others
Trusts and enables others to perform

Connecting and Inspiring
Communicates direction and purpose

Leading Inclusion
Champions inclusiveness and encourages participation

Influencing Others
Gains commitment from others

Inspiring as a Role Model

Self-awareness
Understands their own impact on others

Resilience and Wellbeing
Manages personal energy and wellbeing

Adaptability
Learns and adapts to new ways of working

Integrity
Acts in the best interests of children

Delivering Outcomes for Children

User-centred
Delivers on the needs of users, supporters, staff and partners

Commercial Focus
Understands the commercial context and applies financial acumen

Leading Innovation and Change
Develops new ideas and puts them into practice

Driving Performance
Sets goals and supports others to succeed

Decision-making
Makes quality and timely decisions

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