

# Capillary Leadership Competency Model



Competency	Description	Supporting	Converse
Strategic Thinking	Taking a high-level view of the needs of the organization, considering the way the whole organization connects and driving forward the vision and mission.	Energy & Confidence Decisiveness	Self Awareness
Decisiveness	Making the right choices for the business, even if they may not always make people happy. Decisions consider the business direction and the needs of the customer/client.	Strategic Thinking Stakeholder Focus	Presence & Respect
Stakeholder Focus	Understanding the needs of the customer, client and any other external suppliers or organizations upon which there is a dependency. Showing proactive responses to the stakeholder needs, yet balancing them with the business delivery.	Decisiveness Competency	Motivating People
Competency	Knowing the business and demonstrating an understanding of the business operations and the mechanics of the processes. Intelligence and knowledge of the products, services or other deliverables.	Stakeholder Focus Self Awareness	Energy & Confidence

Self Awareness	Emotional intelligence and understanding how you present yourself to others and understanding how you may be seen if you modify your delivery, interaction or other activities with others.	Competency Presence & Respect	Strategic Thinking
Presence & Respect	How you are perceived by others for the leadership, competence and trust in your abilities to take forward the role you are designated to do so. Achieving followers and being able to stand out from those around you.	Self Awareness Motivating People	Decisiveness
Motivating People	Understanding the different drivers that motivate individuals and teams to perform at their best. Being able to generate activity through influence and appreciation of others' contributions inside the workplace.	Presence & Respect Energy & Confidence	Stakeholder Focus
Energy & Confidence	Demonstrating excitement and enthusiasm for the role of leader, the business delivery goals and the capacity to enthuse others in an infectious and lively manner.	Motivating People Strategic Thinking	Competency