# ***University Competency Model***

The University of Chicago competencies are focused upon:

* Value Creation (Strategic Leadership)
* Execution Excellence (Operations)
* Talent Investment (People)



*Note: talent investment is inclusive of both people manager and individual contributor roles. Can be adapted to people manager (i.e., create a team which reflects competency), or individual contributor (i.e., serve as a team member which reflects competency).*

# **University Competency Model Definitions**

**Value Creation (Strategic Leadership)**

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| **Competency** | **Definition** |
| Create Strategic Vision & Purpose | Imagine future state possibilities and create blueprint to purposefully navigate towards mission achievement. |
| Celebrate Diversity & Inclusion | Foster a culture of inclusion; appreciate and respect cultural diversity. |
| Demonstrate University Stewardship & Serve as a Brand Ambassador | Take an institutional perspective and embodies values and ethics of University. |
| Drive Discovery & Innovation | Cultivate learning environment that challenges tradition and inspires innovation. |
| Display Courage & Conviction | Demonstrate bravery and decisiveness in the midst of uncertainty, competing stakeholder needs or highly complex environments. |
| Foster Partnership & Collaboration | Proactively build strategic partnerships that champion value of performing as one University. |

**Execution Excellence (Operations)**

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| **Competency** | **Definition** |
| Demonstrate Strategic Agility | Exhibit broad visionary acumen, envision possibilities, and proactively adapt to evolving landscape. |
| Lead Performance & Flawless Execution | Relentlessly pursue program and operational excellence and optimization.  |
| Exhibit Business Acumen & Organizational Astuteness | Demonstrate deep knowledge and respect for tradition and culture; effectively maneuvers through organizational dynamics. |
| Communicate Effectively & With Influence | Convey vision in a manner which drives engagement and motivates stakeholders to mobilize.  |
| Exhibit Resilience & Optimize Resources  | Maintain optimistic outlook, display confidence, and creatively marshal resources to achieve results amidst difficult circumstances. |
| Ensure Decision Quality, Accountability & Drive Results | Demonstrate decisive insight, engagement ownership, and develops novel approaches to achieve mission critical objectives. |

**Talent Investment (People)**

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| **Competency** | **Definition** |
| Display Emotional Intelligence | Demonstrate self-awareness; appropriately harness and apply emotions to align with current situation. |
| Attract Top Talent (or be top talent if individual contributor) | Create a magnetic employment brand image, promote employee value proposition, and protect University reputation. |
| Develop Talent & Institutional Capacity (of team or self if individual contributor) | Enable strategic talent delivery and optimization of talent investment. |
| Drive Employee Engagement (or be highly engaged if individual contributor) | Foster an environment where team members are highly motivated and committed to achieve unit strategies. |
| Build High Performing Team (or be a high performer if individual contributor) | Create mission driven, cohesive teams; build talent infrastructure to achieve superior results. |
| Effectively Manage Performance (of team or self if individual contributor) | Act with purpose to enhance competence, confidence and capability. |