

	People Leadership		Relationship Leadership		Business Leadership		Entrepreneurial Leadership	
Complexity of Leadership Demands	<b>Inspirational Leadership</b> Getting people to follow you	<b>Execution</b> Achieving results through others	<b>Influence</b> Persuading and influencing stakeholders	<b>Collaboration</b> Creating synergies through working in partnership	<b>Direction</b> Providing vision and direction	<b>Business Judgement</b> Showing commercial acumen	<b>Competitive Edge</b> Driving change and innovation	<b>Building Talent</b> Building capability for competitive advantage
Enterprise Leader L4	<b>Demonstrating statesmanship</b> Growing internal and external reputation as a significant business leader in the sector	<b>Delivering enterprise execution</b> Making top leaders accountable for delivering strategic goals	<b>Political influencing</b> Using political skills and networking to gain external support and backing	<b>Creating business synergies</b> Facilitating business to business mergers and partnerships	<b>Creating strategic direction</b> Setting and communicating long-term strategy to shape the market and industry landscape	<b>Delivering shareholder value</b> Making judgements on what will grow the value of the business	<b>Leading market innovation</b> Championing innovation to create new demand, new markets, new business models	<b>Sustaining enterprise capability</b> Building a strong bench and succession for the C-Suite
Business Leader L3	<b>Providing figurehead leadership</b> Demonstrating a clear leadership 'brand', building followership across the business	<b>Leveraging senior leader strengths</b> Harnessing the full range of capabilities from senior teams	<b>Stakeholder influencing</b> Getting broad support and buy-in for initiatives, leveraging relationships with key senior players	<b>Building strategic partnerships</b> Identifying and securing business synergies across internal and external boundaries	<b>Building business alignment</b> Aligning teams from across the business with a unifying vision of the future	<b>Delivering capital ROI</b> Making judgements on what will deliver a return on capital invested	<b>Driving transformational change</b> Creating conditions for people to innovate, setting the agenda for change	<b>Sponsoring leaders</b> Fast tracking the careers of senior talent, mentoring, sponsoring, fostering mobility and diversity
Matrix Leader L2	<b>Demonstrating leadership versatility</b> Motivating and inspiring people from different functions and cultures	<b>Stretching performance</b> Stretching the performance of people with a wide range of abilities and capabilities	<b>Cross matrix influencing</b> Using a range of interpersonal approaches to persuade people with differing perspectives and interests	<b>Collaborating across boundaries</b> Building relational relationships and alliances across the business	<b>Coordinating cross business teams</b> Creating a shared sense of purpose, keeping diverse teams focused on the same goals	<b>Maximising commercial return</b> Making judgements on what will build profitability and make money for the business	<b>Driving differentiation</b> Innovating and encouraging early adoption of new ideas, pushing the boundaries	<b>Fast-tracking 'hi-pot'</b> Taking risks with stretch opportunities for high potential performers to 'raise their game'
Operational Leader L1	<b>Establishing leadership impact</b> Projecting personal confidence, expertise and authority, energising others	<b>Driving delivery</b> Keeping team's performance on track, signing capabilities and motivation	<b>Persuasive influencing</b> Tailoring information and arguments for different audiences	<b>Team working</b> Building mutual support and understanding with colleagues	<b>Setting direction</b> Creating a clear sense of direction and priorities	<b>Securing added value</b> Making judgements on what will make the most effective use of resources	<b>Pushing for continuous improvement</b> Challenging current practices to drive improvement in products, offers, processes	<b>Coaching talent</b> Sharing own knowledge and experience to help of the team to develop

# Framework Personal Finance Success

**AW Chickering**



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