



YMCA of Greater Vancouver **Leadership Competency Model**

LEADING SELF

Competency #1

**Evolve in
Professional
Capability**

Commit to
being better

Competency #2

**Achieve
Excellence and
Authenticity**

Show up
with the best
version of you

LEADING OTHERS

Competency #3

**Develop the
Potential in
Others**

Help
people grow
and lead

Competency #4

**Create
a Culture
of Connection**

Build bridges
between people
and partners

LEADING MISSION

Competency #5

**Think
and Act
Strategically**

Make good
decisions and
act on them

Competency #6

**Make an
Intentional
Impact**

Advance
the strength
and cause
of the Y

YMCA of Greater Vancouver Leadership Competency Model

LEADING SELF		LEADING OTHERS		LEADING MISSION	
Competency #1 Evolve in Professional Capability <i>Commit to being better</i>	Competency #2 Achieve Excellence and Authenticity <i>Show up with the best version of you</i>	Competency #3 Develop the Potential in Others <i>Help people grow and lead</i>	Competency #4 Create a Culture of Connection <i>Build bridges between people and partners</i>	Competency #5 Think and Act Strategically <i>Make good decisions and act on them</i>	Competency #6 Make an Intentional Impact <i>Advance the strength and cause of the Y</i>
<p>Learning – seeking and adopting new ways of thinking and acting</p> <p>Experiment – willingness to engage on the growing edge of leadership competency</p> <p>Teachable – respond to feedback and guidance</p> <p>Innovate – trying new things</p> <p>Courageous – taking smart risks to grow</p> <p>Adapt – openness to change, stretch, and grow</p> <p>Respond – applying new lessons to build effective habits</p> <p>Stretch – accepting experiences to provoke professional advancement</p> <p>Grow – developing in gap areas, rising to challenges, willingness to change</p>	<p>Acumen – developing business sense</p> <p>Industry – ability to produce results and meet goals</p> <p>Accountability – set, meet, and seek to exceed performance expectations</p> <p>Initiative – advancing the performance of self, others, and team</p> <p>Responsible – following through on applications and operations</p> <p>Authentic – “walking the talk”</p> <p>Reliable – consistent even under pressure</p> <p>Resilient – able to face adversity with courage and grace</p> <p>Dedicated – holding to the unique culture and underlying values of the Y</p> <p>Integrity – leading by example</p>	<p>Coach – offer guidance and direction to those in one’s sphere of influence</p> <p>Mentor – invest in the development of others in service to the mission of the Y</p> <p>Equip – teach and train others</p> <p>Initiate – have the difficult conversations when needed</p> <p>Challenge – orchestrate productive challenges for others</p> <p>Support – empower people with presence, guidance, and opportunity</p> <p>Encourage – celebrate the progress and successes of others</p>	<p>Partner – build purposeful partners throughout the community</p> <p>Include – draws all people in, with particular attention to diversity</p> <p>Promote – telling the story of the Y</p> <p>Connect – providing belonging and purpose to all people</p> <p>Nurture organizational culture – holding people and programs to the ideals of the Y</p> <p>Build relationships – seek to establish meaningful and intentional relationships with others</p> <p>Involve – bring others into the YMCA movement</p> <p>Engage – bring the Y’ values and purposes to groups, partners, and communities</p>	<p>Prioritize – knowing what to emphasize and act on</p> <p>Discern – choose well among competing commitments</p> <p>Vision – doesn’t lose the big picture and the “why” in the midst of the “what”</p> <p>Focus – ability to stay on what matters most and not get distracted</p> <p>Discipline – ability to say “yes” and “no” strategically</p> <p>Innovate – discovering new ideas and taking them to implementation</p> <p>Cause – invests energy and resources in the most meaningful ways</p> <p>Apply – leverage energy and resources to maximize mission capacity</p>	<p>Philanthropy – raise and secure resources for the mission</p> <p>Evaluate – ability to measure benchmarks and assess impact</p> <p>Communicate – able to communicate the impact of the Y</p> <p>Ambassador – owns and promotes the mission of the Y</p> <p>Initiative – seeks to meet the needs of people and communities</p> <p>Steward – manage the resources of the Y in service to the mission</p> <p>Sustainability – building long-term viability and resource renewal</p> <p>Advocate – seek to bring the cause of the Y to people and partnerships</p> <p>Design – building programs to effect positive change</p> <p>Delivery – implementing effective programs and initiatives to advance the cause</p>