

Competency Name	Competency Definition
Change Agent	Champions of understanding and encouraging transformative actions that will move an individual, team, and organization forward.
Change Management	Prepare individuals, teams, and organization for a desired future state.
Vision, Mission, Strategy Focus	Actions are driven by the philosophy of the business and encourages others to align actions with University goals. Aligns personal vision with business vision.
Focus on Results	Concentrates on realistic outcomes and getting the job done. Sets goals and priorities for self and others.
Followership	Models caring, sharing, sincerity, and openness with group and for others to emulate. Creates a supportive, inclusive, and fair community in groups. Takes ownership for areas of responsibility and shows appreciation for those that do the same.
Knowledge of UW-Madison	Understands key UW-Madison policies, practices, and other critical issues and uses information to move UW-Madison forward.
Managing Political Processes	Understands and utilizes political environment to accomplish organizational goals. Can maneuver through complex political situations effectively, and with the least noise for the maximum benefit.
Personal Capability	Uses knowledge, attitude, and soft skills to effectively manage self and others.
Decision Making	Makes well-informed, effective, and timely decision, even when data is limited or solutions produce unpleasant consequences; perceives the impact and implication of decisions.
Building and Managing Relationships	Can identify, initiate, and maintain appropriate communications with others in a way that is of mutual benefit to both self and others.
Develop Relationships with a University Focus	Understands University goals and initiates, builds, and maintains relations with people and departments across the University to further those goals.
Managing Conflict and Tension	Working proactively to prevent conflict and acting appropriately to solve conflict if it arises.
Organizational Collaboration	Collaborates with others in the organization in order to align actions with University of Wisconsin goals.
Professional Communication	Communicates in a way that is informative, clear, and creates a vision that is both compelling and empowers others to make good decisions.
Brand Management	Understand the University's image and how that image connects

	with strategy, management, and personal brand.
Leadership Awareness	Has self-awareness of emotions, abilities, and skills and understands how to use capabilities effectively.
Professional Development	Awareness of own strengths and weaknesses and seeks personal opportunities to grow in profession and career.
Coaching and Developing Others	Assists others in learning and professional development processes and situations.
Create an Inclusive, Trustful Environment	Creates an environment that is inclusive of diversity and differences of others by supporting group members, being aware of biases, and respecting individuals.
Strategic Talent Management	Develops self and other's talent throughout various stages of professional growth. Aligns people development with strategic goals of the University.
Team Development	Assists in team building, team progress, and inter-team dynamics to create an effective and goal oriented group.
Team Facilitation	Uses various methods to enable a team to work effectively and maintain team dynamics.
Team Management	Can manage a team in such a way that they feel recognized, rewarded, and effective as a team unit.