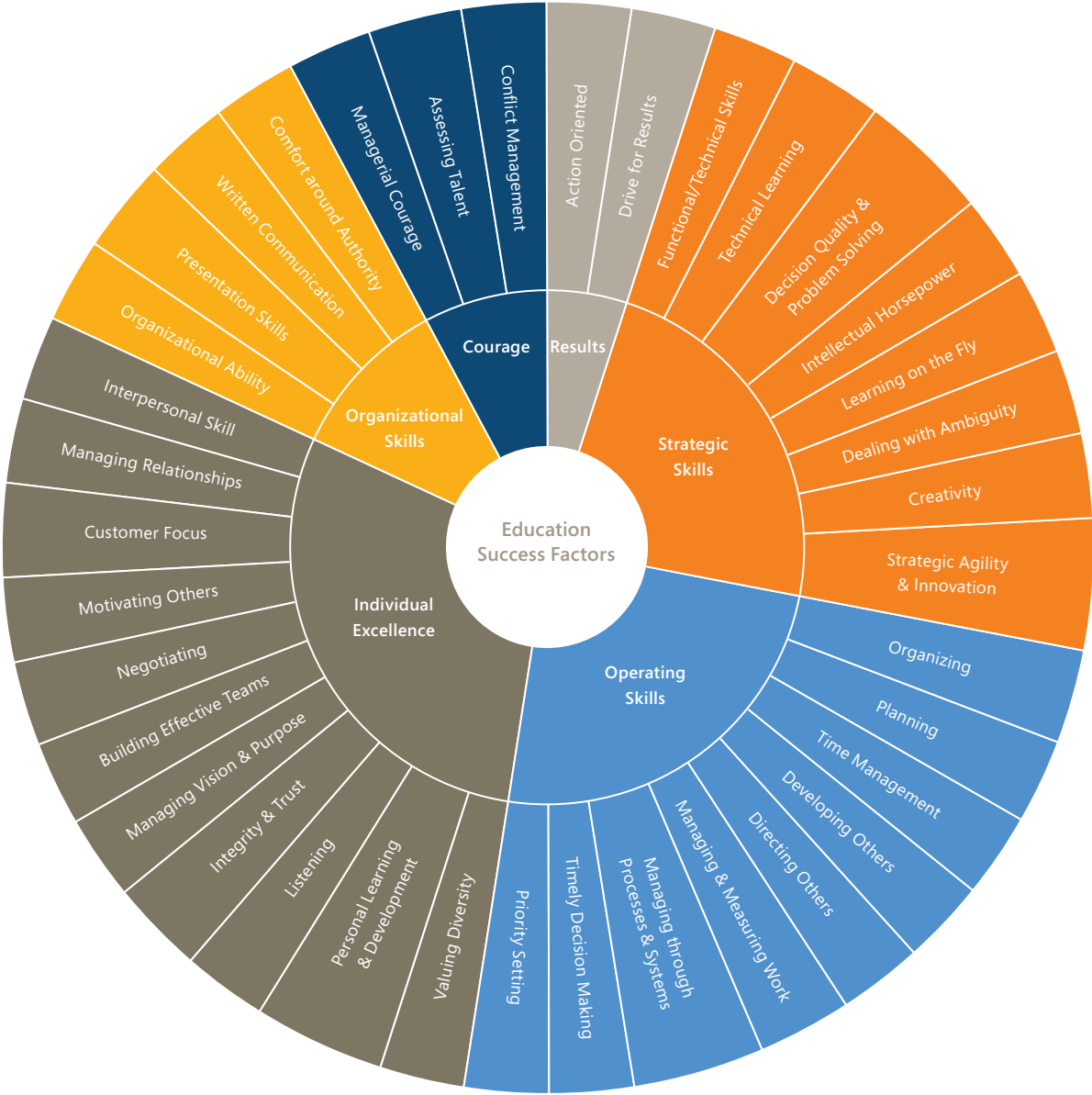


# Professional Leadership

## Education Competency Wheel



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# Professional Leadership

## Education Competency Wheel

### Competency Wheel Development

Great leaders define, shape, and inspire the human experience. In a world of ideas, we are adrift without the leaders who realize them. For this reason, effective leadership is critical to the success of any organization. With each new student, new partner, new parent, new hire, you have an opportunity to help your school district achieve greater success. That responsibility can be overwhelming if you approach it haphazardly. With preparation and planning, you can focus your efforts and make decisions that add to the long-term health and success of your school district. If you are an administrator, teacher, student, or parent, you can use the Education Competencies to define a job profile, assess candidate competence, and plan for personal and professional growth.

### Define Success with Competencies

Competencies describe the functional and behavioral qualities that an individual must possess in order to help an organization achieve success. Each role in an organization requires a different emphasis or mix of competencies. Microsoft worked with Lominger, a leadership development firm, to develop the Education Competencies.

Several years ago, Lominger developed Microsoft's own set of competencies that helped Microsoft managers and employees build a successful organization. The competencies provided Microsoft with a common framework for hiring and professional development that can be described, discussed, and implemented with precision across a global company.

### Success in Education

Like the Microsoft Competencies, the Education Competencies describe the full range of characteristics needed to help a school district achieve its organizational goals and vision. They were developed in partnership between Microsoft, Lominger, and school leaders from around the world.

At the core of the Education Competencies are six qualities that individuals need in order to help school districts succeed in the 21st century. These qualities, or success factors, are:

**Individual Excellence.** Ability to achieve results by working effectively with others in various circumstances.

**Organizational Skills.** Ability to communicate by various means within different organizational settings.

**Courage.** Ability to speak directly, honestly, and with respect in difficult situations.

**Results.** An emphasis on goal-oriented action.

**Strategic Skills.** An array of skills used to accomplish focused, longer-term goals.

**Operating Skills.** An array of skills used for daily management of tasks and relationships.

These six success factors form the organizing principles for the Education Competency Wheel, a visual depiction of the 37 Education Competencies. The success factors make up the inner wheel and are defined by associated competencies.

For example, the success factor Courage is defined by the competencies: Managerial Courage, Assessing Talent, and Conflict Resolution. Those three competencies describe the attributes, skills, behaviors, and knowledge individuals need to develop and exhibit Courage, a vital factor for individual and organizational success.