



Ontario College Administrative Staff Association

OCASA
APACO

Association du personnel administratif des collèges de l'Ontario

STRATEGIC CAREER MANAGEMENT



Presented by

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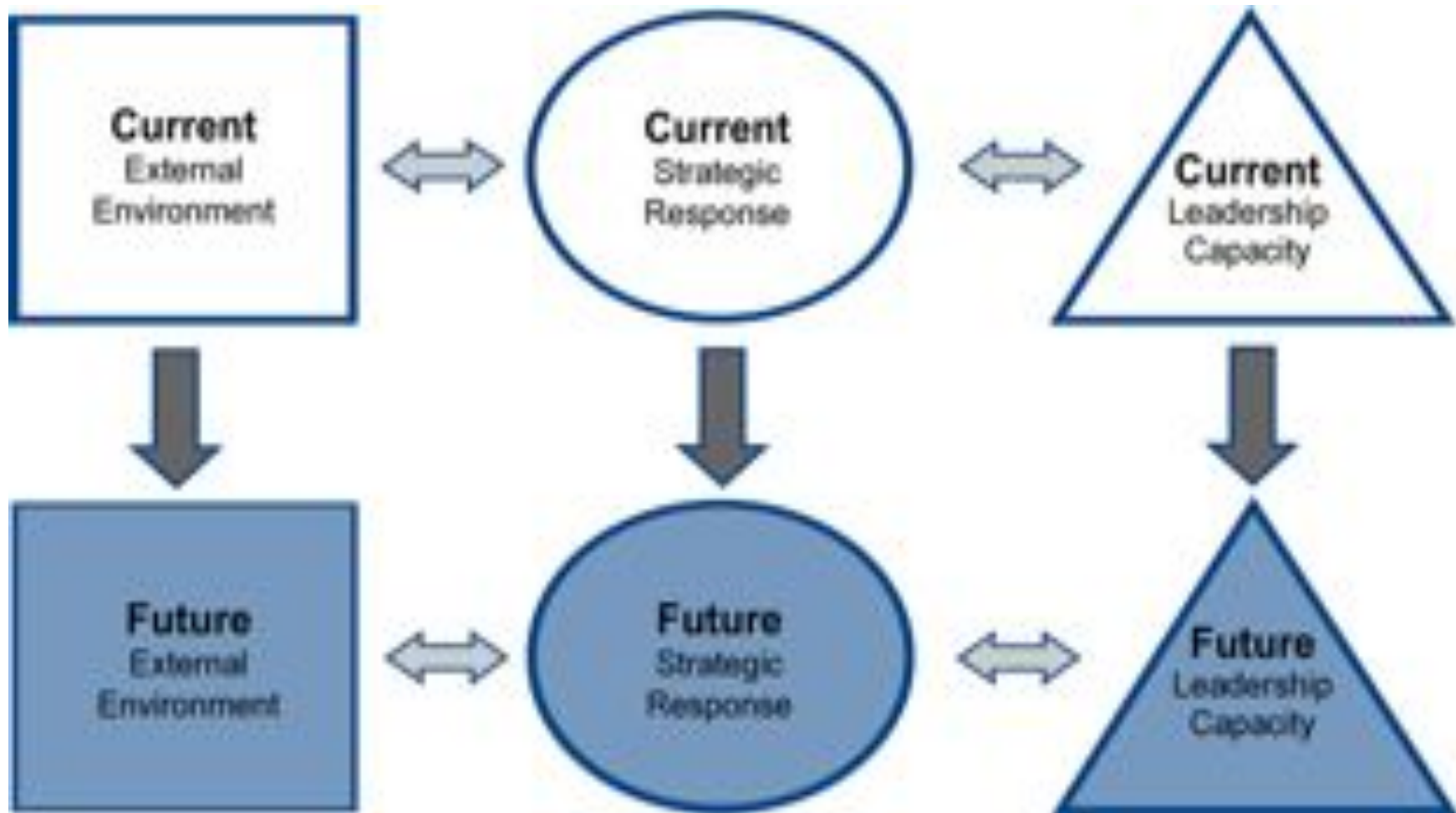
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LEADERSHIP DEVELOPMENT CAPABILITY FRAMEWORK GUIDE FOR FOCUS GROUP

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CONTEXT – ORGANIZATION'S TALENT MANAGEMENT FRAMEWORK



GEORGIAN COLLEGE – EMBEDDING THE LEADERSHIP CAPABILITY FRAMEWORK



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Leadership Capability #3: Develops Leadership and Organizational Capacity

- ◆ **Identifies, actively develops and demonstrates leadership talent.
Leads with confidence and champions the goals of the college.**
 - ◆ Coach Training
 - ◆ Manager Talent Assessment Tool
 - ◆ Expression of Interest Form
 - ◆ Career Development Action Plan

COMMUNITY OF LEADERS MANIFESTO

THE COMMUNITY OF LEADERS MANIFESTO

We are done with the old model of leadership that has glorified heroes.

- ◆ We are done settling for mediocrity.
- ◆ We will not be lame leaders.
- ◆ We will stop going through the motions.
- ◆ We will put an end to the isolation that we feel every day.
- ◆ We will not be disconnected from one another.
- ◆ We will not put up with a climate of apathy and low trust.
- ◆ We will put an end to all the infighting and competition.
- ◆ We will stop building silos.
- ◆ We will stop working at cross-purposes.

COMMUNITY OF LEADERS MANIFESTO

Instead, we resolve to create a strong community of leaders—one where there is high clarity on what we are trying to accomplish as leaders to make our organization great.

- ◆ We will share a collective aspiration and passion for great leadership.
- ◆ We will set an example to other organizations.
- ◆ We will build the best leaders in our industry.
- ◆ We will operate as one company.
- ◆ We will be aligned to our strategy.
- ◆ We will drive collaboration and innovation across our organization.
- ◆ We will build strong relationships with one another.
- ◆ We will make one another stronger, not weaker.

Once we build a strong community of leaders, it will become our ultimate differentiator. It will be our true and everlasting source of competitive advantage.

It all starts with each one of us.

It all starts with a decision to lead in a more deliberate way—
with greater personal clarity and commitment.

FOR MORE INFORMATION, PLEASE CONTACT

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