

 <b>Purpose and direction</b>	 <b>Accountability and delivery</b>	 <b>Capability and growth</b>	 <b>Culture and engagement</b>
<ul style="list-style-type: none"> <li>Ensures reporting leaders understand organisation strategy and element business plan priorities, and can clearly articulate the role their teams play in contributing to organisation and element success</li> </ul>	<ul style="list-style-type: none"> <li>Ensures reporting leaders are clear about what they are accountable for delivering</li> <li>Monitors teams' progress ensures effective responses to emerging risks and opportunities</li> <li>Recognises teams' successes</li> <li>Reads early signs of underperformance and promptly and effectively intervenes</li> <li>Builds alliances beyond sphere of control to deliver results</li> </ul>	<ul style="list-style-type: none"> <li>Ensures appointment of the right people into reporting leader positions</li> <li>Evaluates the strengths and gaps of the reporting leaders, and ensures effective development, including 1:1 coaching</li> <li>Assists reporting managers to assess capabilities of their team members, and to implement development initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Models the desired culture and values in interactions with reporting leaders and their teams</li> <li>Enables reporting managers to assess team dynamics, and resolve sources of dysfunction</li> <li>Drives development of an open, high performance, high engagement, high trust culture</li> <li>Identifies and removes unnecessary processes that dilute accountability and disempower people</li> </ul>