

# MY LEADERSHIP AND MANAGEMENT FRAMEWORK

INSPIRING.  
INCLUSIVE.  
IMPACTFUL.

## WHY DID WE DEVELOP A FRAMEWORK?

The 2016 Staff Survey identified four institutional areas for action. One of these was: Improve the Visibility and Impact of Senior Leadership.

In response, a Leadership and Management Framework has been developed.

## WHAT IS THE PURPOSE OF THE FRAMEWORK?

Simply put, the Framework sets out clearly the behaviours and skills required to lead and manage at Queen's across all levels of leadership.

Supporting Vision 2020 and our People and Culture Strategy, People First, these behaviours and skills are set within a framework – or reference point if you like.

This Leadership and Management Framework has been developed to help, challenge and support. Irrespective of

your level, leadership starts with you, and, recognising the diversity of our leaders, the framework allows you to reflect and self-assess at your own level, identifying the strengths you already have in specific areas. It will help you to have a learning conversation with your line managers and to identify the steps needed to effectively fulfil your current leadership role – and develop those you may need if you aspire to future leadership roles.

**Note:** The Framework's self-assessment tool is not intended as a compulsory 'box-ticking' exercise. It is offered as a toolkit that will enable you to have informed conversations with your line manager about your development as a leader.

