

Collaborative Leadership

Competency Statement Examples

Definition: Leads, encourages, inspires, and works collaboratively with others to reach a shared goal, solve common problems, and deliver business objectives; understands everyone has contributions to make and puts success of the team over personal interests; creates an atmosphere of respect, helpfulness, and cooperation with others to build supportive, responsive relationships.

Previous Competencies: Leadership and Teamwork/Collaboration

Academic Programs/Services

Job Family: Educational Programs/Services

Job Path: Educational Program Professional

Job Template: Educational Program Administrator/P4

Proficient	Advanced	Expert
<ul style="list-style-type: none">• Learns issues to better understand program; shares key messages with students, faculty, the community and partners.• Establishes rapport with students, groups, colleagues, and others that acknowledges differences in lived experiences.	<ul style="list-style-type: none">• Works with others to create and implement advocacy plans that advance the program's core values and supports student learning; identifies and sets collective goals.• Encourages colleagues and students to engage in team and community building activities.• Recognizes the interdependence of members within units and throughout the institution.	<ul style="list-style-type: none">• Organizes collaboratively with community partners around shared interests of the program and communities.• Analyzes and strengthens alliances with a diverse and inclusive set of stakeholders to implement, support, evaluate, communicate, and sustain program objectives.• Creates a culture of feedback to improve individual and team leadership.

Administrative Services

Job Family: Financial, Accounting, Budget

Job Path: Financial Analysis

Job Template: Financial Analyst 1/P4

Proficient	Advanced	Expert
<ul style="list-style-type: none">• Tracks team progress toward collective goals and coordinates with colleagues to meet deadlines.	<ul style="list-style-type: none">• Participates in developing and delivering training to other employees in department; uses relevant training courses and	<ul style="list-style-type: none">• Promotes a culture of cooperation.• Continuously encourages others to harness and maximize the skills,

<ul style="list-style-type: none"> Brings team members into discussions so that they can contribute their ideas, are involved in setting team objectives, and feel engaged on issues that affect them. 	<p>programs to build the skills of others.</p> <ul style="list-style-type: none"> Examines implications of financial decisions and implements methods for meeting needs of staff and the organization overall. Encourages a team environment where members provide each other with constructive feedback regularly and in challenging situations. 	<p>experience, and expertise of all team members.</p> <ul style="list-style-type: none"> Leads by example by responsibly utilizing resources.
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Arts and Curatorial Services

Job Family: Museum

Job Path: Registrar and Curator

Job Template: Art Museum Registrar/P3

Proficient	Advanced	Expert
<ul style="list-style-type: none"> Open to ideas and respects different museum disciplines and roles when planning and coordinating public programs related to exhibitions. Places participation with colleagues at the heart of all work, prioritizing co-production; co-creation, and co-curation. 	<ul style="list-style-type: none"> Consults and involves relevant University departments, faculty, and/or staff to ensure exhibitions and collections relate to campus classes and the greater University community. Promotes a welcoming environment for visitors, visiting scholars, and students to encourage continuous relationships and future partnerships. 	<ul style="list-style-type: none"> Looks for opportunities to build and maintain strong external collaborations to foster integration of exhibition into education and outreach programs throughout the state. Mentors and coaches colleagues on creative collaboration amongst the museum team to achieve the museum goals.

Communication and Marketing

Job Family: Communication and Marketing

Job Path: Publicity/Marketing

Job Template: Publicity/Marketing Coordinator/P3

Proficient	Advanced	Expert
<ul style="list-style-type: none"> Examines the current communication landscape as it applies to the department, its 	<ul style="list-style-type: none"> Engages with colleagues with various specialty backgrounds to determine which forms of media 	<ul style="list-style-type: none"> Empowers others to promote a culture of collaborative work across the University.

<p>staff, faculty, students, and external audiences.</p> <ul style="list-style-type: none"> • Works collaboratively with colleagues to employ media to deliver department’s messages to target audiences. • Examines the department’s message framework and how to connect with specific audiences such as students, faculty, staff, and external audiences, ensuring messages can appeal to diverse audiences. 	<p>are best for internal and external audiences.</p> <ul style="list-style-type: none"> • Finalizes and implements an integrated communications plan to advance the department’s goals and priorities. • Identifies, develops and partners with individuals/units from diverse backgrounds and experiences and incorporates their perspectives into the messaging. 	<ul style="list-style-type: none"> • Employs message-based strategies that not only build coalitions, but also unite sometimes disparate audiences around the department’s key mission, vision, and goals.
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Institutional Operations

Job Family: Health and Safety

Job Path: Environmental Health and Safety

Job Template: Environmental Health & Safety Specialist 1/P3

Proficient	Advanced	Expert
<ul style="list-style-type: none"> • Includes colleagues outside of EH&S in team activities related to crisis management development. • Considers the skills and ideas of colleagues in other specialty technical areas when developing safe working practices. • Creates collaborative relationships with colleagues and other University staff in order to provide technical consultation in EH&S. 	<ul style="list-style-type: none"> • Proactively shares information and ideas regarding specialty technical area with others in EH&S. • Identifies stakeholders in the incident management process and engages and involves them in the investigation. • Involves staff from other specialty technical areas to help solve challenges or problems in risk identification and assessment, compliance, monitoring, and investigation of incidents. 	<ul style="list-style-type: none"> • Creates opportunities with regulatory and consultant agencies to work together, avoiding silos and ensuring environmental, health, and safety compliance. • Prioritizes, recognizes, and incorporates teamwork resources into training programs for University staff. • Encourages departments to promote a culture of collaborative work on ensuring compliance with environmental regulations and standards.

Job Family: Library**Job Path: Librarian****Job Template: Librarian 2/P5**

Proficient	Advanced	Expert
<ul style="list-style-type: none"> • Establishes credibility with other librarians in the workplace. • Determines customer's needs and informs team of developing corresponding objectives and resource allocation. • Assists other librarians in applying library policies and procedures appropriately and consistently. 	<ul style="list-style-type: none"> • Works to model effective change management. • Contributes perspectives as a participant across campus communities. • Encourages, leads, and empowers other librarians in their professional development and workload management. 	<ul style="list-style-type: none"> • Builds and models a personal record of excellent instructional practice, including modeling new pedagogies. • Creates an environment of positive learning, trust, and reflection, addressing pedagogical or instruction-related conflicts. • Demonstrates openness to implementing new ideas and new pedagogical practices and to exploring new instructional technologies.