

## First-Level Leadership Competencies

Visionary	Tactician	Facilitator	Contributor
Understanding and translating strategy into work group requirements	Ensuring results are achieved by effectively planning work, delegating responsibility, and reviewing performance	Creating an environment of collaboration and partnership to ensure effective working relationships	Creating organizational success by contributing their personal talents, experiences, and abilities

### KEY FIRST-LEVEL COMPETENCIES

<ul style="list-style-type: none"> <li>■ Setting Work Group Objectives</li> <li>■ Developing Employees</li> <li>■ Coaching &amp; Feedback</li> <li>■ Motivating Employees</li> </ul>	<ul style="list-style-type: none"> <li>■ Managing Performance</li> <li>■ Setting Employee Goals</li> <li>■ Planning Work Tasks</li> <li>■ Coordinating Work Activities</li> <li>■ Directing Tasks</li> <li>■ Delegating Tasks</li> <li>■ Hiring &amp; Staffing</li> <li>■ Focusing on Quality</li> </ul>	<ul style="list-style-type: none"> <li>■ Demonstrating Interpersonal Versatility</li> <li>■ Resolving Conflict</li> <li>■ Communicating</li> <li>■ Leading Groups</li> </ul>	<ul style="list-style-type: none"> <li>■ Understanding Business Issues</li> <li>■ Making Decisions</li> <li>■ Contributing to Teams</li> <li>■ Managing Time</li> <li>■ Developing Self</li> </ul>
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# Proficiency Levels For Leadership Competencies Opm

**M Mosston**



## **Proficiency Levels For Leadership Competencies Opm:**

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and how well agencies select develop and manage them First line supervisors as the nexus between gov t policy and action are critical to productivity employee engagement and workplace fairness Supervisory positions even at the first level have distinctive responsibilities and skill requirements Therefore it is essential that agencies have valid selection criteria and processes comprehensive training programs good communication and support networks and sound accountability mechanisms for their first level supervisors In addition this report recommends specific measures to improve supervisors management and performance

Charts and tables

**Department of Defense Authorization for Appropriations for Fiscal Year 2009: Personnel** United States. Congress. Senate. Committee on Armed Services,2008

**Department of Defense Authorization for Appropriations for Fiscal Year 2009, S.Hrg. 110-394, Pt. 6, February 27 and April 16, 2008, \***,2009

Is the Federal Government's General Schedule (GS) a Viable Personnel System for the Future? United States. Congress. House. Committee on Oversight and Government Reform. Subcommittee on Federal Workforce, U.S. Postal Service, and the Census,2014

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