

Competencies for Effective Elected Leaders

There are 11 competencies that represent the core knowledge, skills, abilities, or other characteristics which lead to success for elected city officials. Ten of these competencies originate from either Values, Vision, or Action. The Servant Leadership Mindset competency is the sum of the other 10 competencies. It means leading with the values, vision, and actions of the 10 competencies and putting the needs of your city, staff, and community first.

Values



INTEGRITY
AND ETHICS



COMMUNICATION



COMMUNITY
ENGAGEMENT



EQUITY
AND INCLUSION

Vision



STRATEGIC
PLANNING AND
DECISION-MAKING



POLICYMAKING



MANAGING RISK

Action



MEETING
FACILITATION



FINANCIAL
LITERACY



PERSONNEL
MANAGEMENT



SERVANT LEADERSHIP MINDSET

Competencies for Effective Elected Leaders

Values



INTEGRITY AND ETHICS



COMMUNICATION



COMMUNITY ENGAGEMENT



EQUITY AND INCLUSION

Leading with Values

Always acting with integrity, honesty, and fairness. Actively demonstrating the values and mission of your city.

Sharing information and fostering the exchange of ideas with fellow elected officials, city staff, and the public.

Reaching out to the community to involve them in local government in meaningful and sustainable ways.

Working to create an environment that is respectful, open, and welcoming to diverse ideas, backgrounds, and talents. Working to create equitable policies and practices.

Vision



**STRATEGIC PLANNING AND
DECISION-MAKING**



POLICYMAKING



MANAGING RISK

Leading with Vision

Developing a vision; identifying priorities and resources required to achieve that vision. Examining all factors affecting an issue and taking informed action.

Working with others to create and implement policies that achieve common goals and advance the mission of your city.

Understanding legal requirements and complying with applicable laws. Mitigating risky situations.

Action



MEETING FACILITATION



FINANCIAL LITERACY



PERSONNEL MANAGEMENT

Leading with Action

Running effective meetings.

Financial decision-making and accountability. Preparing a budget that reflects the values and vision of the community.

Consistently implementing employee policies and fair practices. Motivating employees to fulfill their potential.



SERVANT LEADERSHIP MINDSET

When you lead with the values, vision, and actions of the 10 competencies above, you'll develop a servant leadership mindset and it will be easy to put the needs of your city, staff, and community first.