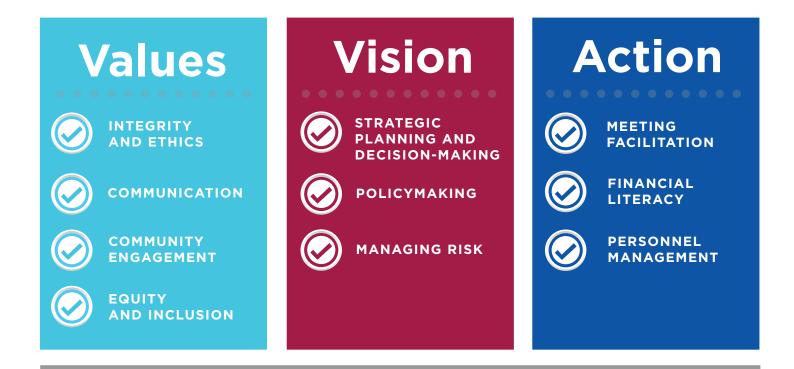


Competencies for Effective Elected Leaders

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.



SERVANT LEADERSHIP MINDSET



Competencies for Effective Elected Leaders

| Values | Leading with Values |
|--|---|
| INTEGRITY AND ETHICS | 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. |
| COMMUNITY ENGAGEMENT | Reaching out to the community to involve them in local government in meaningful and sustainable ways. |
| EQUITY AND INCLUSION | 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 | Leading with Vision |
| STRATEGIC PLANNING AND DECISION-MAKING | Developing a vision; identifying priorities and resources required to achieve that vision. Examining all factors affecting an issue and taking informed action. |
| POLICYMAKING | Working with others to create and implement policies that achieve common goals and advance the mission of your city. |
| MANAGING RISK | Understanding legal requirements and complying with applicable laws. Mitigating risky situations. |
| | |
| Action | Leading with Action |
| MEETING FACILITATION | Running effective meetings. |
| FINANCIAL LITERACY | Financial decision-making and accountability. Preparing a budget that reflects the values and vision of the community. |
| PERSONNEL MANAGEMENT | Consistently implementing employee policies and fair practices. Motivating employees to fulfill their potential. |
| | When you load with the values vision and estions of the 10 |
| 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. |