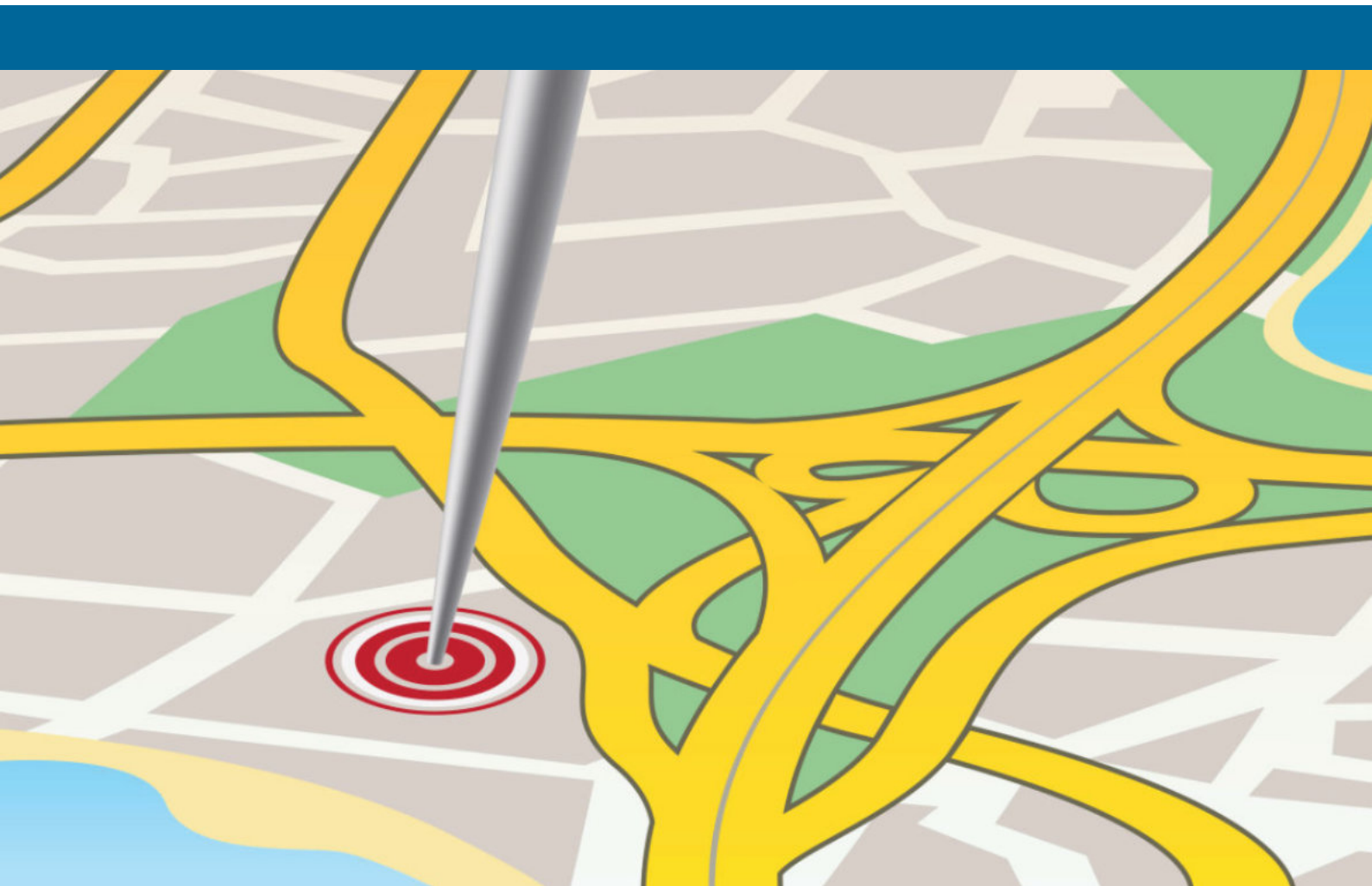


**LEADERSHIP**

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**DEVELOPMENT**

**FRAMEWORK**



## Leadership Development Framework™

In today's constantly changing global economy, leaders need to adapt and evolve in order to succeed. The question is not whether your organisation's leadership capabilities are evolving, but whether they are evolving at the right time, and in the right direction?

## A Guide to Leadership Development


Northpoint's Leadership Development Framework is a guide to help organisations identify their leadership development objectives now, and in the future.

Based on countless hours of research and interviews with business leaders around the world, the Framework connects the objectives and challenges faced by leaders at different levels with the competencies required for success.

			
Leading Self	Leading Others	Leading a Function	Leading an Organisation
Objectives	Objectives	Objectives	Objectives
<p>Increase personal productivity and performance</p> <p>Lead without authority or responsibility</p> <p>Contribute to the overall success of the team</p> <p>Develop interpersonal relationships</p>	<p>Increase the productivity and performance of others</p> <p>Facilitate the crafting of a shared plan</p> <p>Reinforce the vision and execute the plan</p> <p>Develop a highly effective and cohesive team</p>	<p>Increase functional efficiencies and performance</p> <p>Facilitate the crafting of a shared strategy</p> <p>Communicate the vision and execute the strategy</p> <p>Develop highly capable frontline leaders</p>	<p>Increase organisational performance and shareholder value</p> <p>Facilitate the crafting of a shared vision</p> <p>Align resources and champion the vision</p> <p>Develop a highly capable executive team</p>
Competencies	Competencies	Competencies	Competencies
<p>Autonomy</p> <p>Collaborative</p> <p>Conscientiousness</p> <p>Influence</p> <p>Time Management</p>	<p>Planning &amp; Organising</p> <p>Directing &amp; Controlling</p> <p>People Management</p> <p>Coaching &amp; Feedback</p> <p>Performance Mgmt</p>	<p>Change Management</p> <p>Directing &amp; Leading</p> <p>Coaching &amp; Mentoring</p> <p>Strategic Planning</p> <p>Value Creation</p>	<p>Authentic Leadership</p> <p>Mindfulness</p> <p>Energetic</p> <p>Challenging</p> <p>Visionary</p>

### Universal Competencies:

Accountability | Adaptability | Communication | Determination | Learning Agility | Result-Orientated Self-Awareness



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