

| | People Leadership | | Relationship Leadership | | Business Leadership | | Entrepreneurial Leadership | |
|----------------------------------|---|---|---|---|---|---|--|--|
| Complexity of Leadership Demands | Inspirational Leadership Getting people to follow you | Execution Achieving results through others | Influence Persuading and influencing stakeholders | Collaboration Creating synergies through working in partnership | Direction Providing vision and direction | Business Judgement Showing commercial acumen | Competitive Edge Driving change and innovation | Building Talent Building capability for competitive advantage |
| Enterprise Leader L4 | Demonstrating statesmanship Growing internal and external reputation as a significant business leader in the sector | Delivering enterprise execution Making top leaders accountable for delivering strategic goals | Political influencing Using political skills and networking to gain external support and backing | Creating business synergies Facilitating business to business mergers and partnerships | Creating strategic direction Setting and communicating long-term strategy to shape the market and industry landscape | Delivering shareholder value Making judgements on what will grow the value of the business | Leading market innovation Championing innovation to create new demand, new markets, new business models | Sustaining enterprise capability Building a strong bench and succession for the C-Suite |
| Business Leader L3 | Providing figurehead leadership Demonstrating a clear leadership 'brand', building followership across the business | Leveraging senior leader strengths Harnessing the full range of capabilities from senior teams | Stakeholder influencing Getting broad support and buy-in for initiatives, leveraging relationships with key senior players | Building strategic partnerships Identifying and securing business synergies across internal and external boundaries | Building business alignment Aligning teams from across the business with a unifying vision of the future | Delivering capital ROI Making judgements on what will deliver a return on capital invested | Driving transformational change Creating conditions for people to innovate, setting the agenda for change | Sponsoring leaders Fast tracking the careers of senior talent, mentoring, sponsoring, fostering mobility and diversity |
| Matrix Leader L2 | Demonstrating leadership versatility Motivating and inspiring people from different functions and cultures | Stretching performance Stretching the performance of people with a wide range of abilities and capabilities | Cross matrix influencing Using a range of interpersonal approaches to persuade people with differing perspectives and interests | Collaborating across boundaries Building relational relationships and alliances across the business | Coordinating cross business teams Creating a shared sense of purpose, keeping diverse teams focused on the same goals | Maximising commercial return Making judgements on what will build profitability and make money for the business | Driving differentiation Innovating and encouraging early adoption of new ideas, pushing the boundaries | Fast-tracking 'hi-pot' Taking risks with stretch opportunities for high potential performers to 'raise their game' |
| Operational Leader L1 | Establishing leadership impact Projecting personal confidence, expertise and authority, energising others | Driving delivery Keeping team's performance on track, signing capabilities and motivation | Persuasive influencing Tailoring information and arguments for different audiences | Team working Building mutual support and understanding with colleagues | Setting direction Creating a clear sense of direction and priorities | Securing added value Making judgements on what will make the most effective use of resources | Pushing for continuous improvement Challenging current practices to drive improvement in products, offers, processes | Coaching talent Sharing own knowledge and experience to help of the team to develop |

Framework Personal Finance Success

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