

Assessment tool for Leadership Competency: Thinking Strategically

COMPETENCY	THINKING STRATEGICALLY			
DEFINITION	The ability to direct and establish short and long-range plans and calculate and manage risks based on future or emerging trends and outcomes of decisions to achieve DdN's Strategic Objectives and Initiatives.			
LEVEL	BASIC	INTERMEDIATE	ADVANCED	SUPERIOR
CORE DESCRIPTION	Displays awareness and demonstrates support to the vision, mission, values, objectives and purposes of DdN as indicated in the DdN Strategy Map/Scorecard.	Creates or defines strategic objectives and initiatives based on how one can support, extend or align to the strategic objectives of one's department or functional area.	Plans and crafts office targets and strategies where DdN's directions are provided for top-down guidance to strategic role in the Province of Davao del Norte.	Aligns, defines, directs and promotes DdN's strategic role pursuant to National and Local Development priorities.
SAMPLE/ INDICATIVE BEHAVIORS	<input type="checkbox"/> Is aware and articulates to others the DdN's vision, mission, values, objectives and purposes as indicated in the DdN Strategy Map and Scorecard	<input type="checkbox"/> Explains and communicates the alignment of the roles and performance commitment of the Department targets base on DdN's vision, mission, values, objectives and initiatives as indicated in the DdN's Strategy Map and Scorecard	<input type="checkbox"/> Explains and communicates the alignment of the office targets and strategies with the DdN short-and-long- term Strategic Objectives and objectives based on the DdN Strategy Map and Scorecard	<input type="checkbox"/> Directs and communicates the DdN Strategy Map and Scorecard
	<input type="checkbox"/> Responds positively to the call or challenges in the DdN Strategic Directions.	<input type="checkbox"/> Reviews and reflects outcomes of decisions as basis for the Strategic Plans.	<input type="checkbox"/> Motivates employees to work together to accomplish/achieve common Strategic Objectives within the office and/or reward outstanding contributions.	<input type="checkbox"/> Influences the stakeholders and partner agencies in the pursuit of DdN's vision.
	<input type="checkbox"/> Sets/prepares Office Performance Commitment and Review (OPCR) and Individual Performance Commitment and Review (IPCR) in the achievement of agreed targets and measures.	<input type="checkbox"/> Links/aligns IPCR with the Office Performance Commitment Review (OPCR) based on the DdN's Strategy Map and Scorecard.	<input type="checkbox"/> Calculates and manages risks in the implementation of Office Performance Commitment Review (OPCR) based on emerging and future trends.	<input type="checkbox"/> Directs the Agency (LGU-DdN) towards achieving short and long-term Strategic Objectives to form the over-all Strategy Map and Scorecard.

<p>NEGOTIATES AND ALLOCATES RESOURCES PROPERLY AND JUDICIOUSLY</p>	<p><input type="checkbox"/> Identifies resources and competencies needed within the work area to get the work done.</p>	<p><input type="checkbox"/> Uses appropriate resources in accordance with the office workplan, organisational priorities and regulatory standards/procedures</p>	<p><input type="checkbox"/> Monitors and emphasises the efficient use of resources to achieve cost effective outcomes</p>	<p><input type="checkbox"/> Negotiates the provision of resources within the organisational and with relevant bodies by identifying and exploring potential sources of additional resources.</p>
<p>ACTS AS STRATEGIC ADVISOR</p>	<p><input type="checkbox"/> Provides advice and feedback to support others to make sound and timely decisions</p>	<p><input type="checkbox"/> Raises and challenges important issues constructively and stands by own position when challenged</p>	<p><input type="checkbox"/> Speaks up to clarify decisions and points out potential negative impacts or repercussions</p>	<p><input type="checkbox"/> Provides quality judgement and strategic advice to senior leadership and relevant government instrumentalities, based on robust analysis and consider of the wider context</p>