

IML Competency Framework



Manage & lead self

- Manage personal and professional development
- Manage time and priorities
- Communicate effectively
- Develop and maintain professional networks
- Foster emotional intelligence
- Cultivate business acumen
- Develop creative and innovative thinking
- Develop decision-making and problem-solving skills
- Develop influence and negotiation skills
- Manage personal wellbeing

Manage & lead others

- Lead your team and area of responsibility
- Manage people, performance and develop individuals
- Provide coaching and mentoring
- Delegate effectively
- Develop and sustain collaborative internal and external relationships
- Manage conflict
- Recruit, select, induct and retain people
- Value and promote diversity within your team

Manage & lead the business

- Provide leadership across the organisation
- Develop and implement your organisation's vision, values and culture
- Facilitate and manage innovation, change and continuous improvement
- Manage Financial and Human Resources
- Promote equality of opportunity, diversity and inclusion within your organisation
- Develop and implement your organisations strategic direction
- Focus on objectives and key results