

NRM Leadership Framework



Building Our Capacity to Lead

LEADERSHIP CAPABILITIES

These five Core Capabilities (and associated descriptors) are considered key success factors for delivering natural resource management across Queensland and have been sourced from those developed for public sector organisations/Not-for-Profits (and relevant commercial organisations) across Australia and the UK capturing contemporary thinking and approaches to leadership capability appropriate to the NRM sector.

Purpose is to:

- Define what leadership should look like in the NRM sector so we have common language.
- Create a tool used to assess (benchmark) our current capabilities and identify areas for improvement/development.
- Provide a framework to share discussions and guide the development of future leadership initiatives across the NRM sector.

THINKS STRATEGICALLY

- Set a clear sense of purpose that connects and inspires others.
- Realises organisational goals by setting direction that considers the big picture.
- Identifies data to inform strategic decisions and measures impact.
- Builds capacity, including commercial acumen, and systems to meet the future needs of the organisation.
- Anticipates and responds to future trends and challenges.
- Encourages innovation and divergent thinking.

BUILDS PRODUCTIVE WORKING REPLETIONSHIPS

- Creates and supports a safe workplace where views and opinions can be openly shared.
- Forms diverse teams with a mix of styles, perspectives, and experiences to achieve organisational goals.
- Fosters a positive team environment that builds trust, shares ideas and recognises everyone's contribution.
- Facilitates effective networks and partnerships, bringing stakeholders together at all levels to achieve organisational goals.
- Applies sound engagement principles when working with stakeholders.

ACHIEVES RESULTS

- Recognises the importance of data and information and uses this to support day to day decision making.
- Develops initiatives to deliver on strategic objectives that create new opportunities.
- Selects and utilises relevant resources to do the job.
- Evaluates and reviews systems and processes to ensure continuous improvement.
- Invests in and supports the development of individual and team capacity through education, experience, and exposure to achieve organisational goals.
- Seeks to achieve multiple benefits from work activities

DISPLAYS PERSONAL DRIVE & INTERITY

- Leads by example through continuous self-awareness and modifies behaviour through reflection and feedback.
- Keeps perspective, maintains composure, and focus whilst adapting to change.
- Is accountable and takes responsibility.
- Shows initiative and takes on challenges.

COMMUNICATES WITH INFLUENCE

- Practices self-awareness in the moment, observes responses to communication and adapts accordingly.
- Respects diversity, tailors' communication style and delivers clear and consistent messages.
- Enters negotiations with clear understanding of key issues and listens to different perspectives and explores solutions.

