

Portrait of a Leader



Character-Driven Leadership

- **Lead with Integrity:** Lead with integrity by maintaining honesty and strong principles.
- **Empower Authenticity:** Embrace your authentic self and empower others to confidently do the same.
- **Cultivate Support:** Cultivate a supportive environment that encourages trust and collaboration.
- **Demonstrate Courageous Accountability:** Demonstrate courage by making tough decisions and being accountable for the outcomes.



Visionary & Strategic Thinking

- **Apply Analytical Decision-Making:** Use an analytical approach to make results-driven, informed decisions that lead to long term organizational success.
- **Capitalize on Strengths:** Leverage individual and team strengths to enhance organizational goals and to move the organization forward.
- **Optimize Impact:** Focus on goals and priorities to positively impact our students and partners.
- **Think Innovatively:** Challenge the status quo through curiosity, innovation, and adaptability.



Communication & Collaboration

- **Communicate Clearly:** Communicate in ways that are clear, concise, and free of ambiguity.
- **Listen Actively:** Practice active listening by staying fully engaged, focusing on understanding the speaker, and acknowledging different perspectives.
- **Demonstrate Accountability:** Demonstrate accountability by aligning your words with actions and responding or following through in a timely manner to build trust.
- **Tailor Communication:** Exhibit adaptability by adjusting your communication style and medium to fit the audience, situation, or cultural context.



Prioritizing Connections & Strengthening Relationships

- **Practice Empathy:** Demonstrate empathy by seeking to understand the perspectives, experiences, and feelings of others.
- **Cultivate Emotional Intelligence:** Cultivate and practice emotional intelligence through strong awareness of self and others, effective self-regulation, and compassion.
- **Build Trust:** Foster trust by showing up with authenticity, openness, and vulnerability.
- **Prioritize Relationships:** Emphasize building relationships by being actively present, supportive, and approachable.



Continuous Empowerment, Growth, & Improvement

- **Position to Thrive:** Identify and cultivate individual strengths to provide growth opportunities that align with each person's professional role and potential.
- **Model Growth Mindset:** Model a growth mindset by valuing effort, encouraging progress through challenges, and acknowledging perseverance.
- **Enable Progress:** Empower staff by fostering autonomy, demonstrating trust, and removing barriers to success.
- **Practice Reflection:** Engage in regular self-reflection and feedback-seeking to guide continuous personal and professional growth.



Outcomes & Accountability/ Continuous Improvement

- **Deliver Outcomes:** Deliver measurable outcomes aligned with organizational priorities through continuous improvement processes.
- **Align Strategically:** Maintain alignment between daily operations, programmatic initiatives, and strategic priorities through ongoing evaluation and reflection.
- **Manage Resources:** Manage and align financial allocations efficiently through systemic prioritization of resources.
- **Guide Decisions With Evidence:** Drive continuous improvement and informed decision making through evidence-based practices.