

Categories of Lominger Competencies



Strategic Skills

- Business Acumen
- Functional/Technical Skills
- Decision Quality
- Intellectual Horsepower



Operating Skills

- Timely Decision Making
- Priority Setting
- Organizing
- Planning



Courage

- Command Skills
- Conflict Management
- Managerial Courage
- Standing Alone



Energy and Drive

- Action Oriented
- Perseverance
- Drive For Results



Organizational Positioning Skills

- Organizational Agility
- Political Savvy
- Presentation Skills
- Written Communications



Personal and Interpersonal Skills

- Approachability
- Interpersonal Savvy
- Caring About Direct Reports
- Compassion

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direction you decide is critical This book contains more than just theory here you ll find case studies of local governments demonstrating how Commonwealth Centers for High Performance Organizations CCHPO model has been applied in the past to improve performance You will learn how employees emerged as leaders to identify and tackle problems developed the tools needed and organized their thoughts to work through solutions which could be applied effectively without the traditional bureaucratic hassle These examples show how a supportive values based work culture can be cultivated to expand thinking power by increasing discretionary effort from all levels of the organization Engaged employees can be leaders who refocus your services improve your processes save money and solve problems Your organization can benefit from the full range of talents skills and abilities that often lie untapped but become accessible through the principles of the High Performance Organization model This model will be an indispensable tool for any person looking to make significant improvements throughout their organization The detailed case studies and easy to follow model created by the Commonwealth Center for High Performance Organizations make for a pleasantly informative guide that will give a special advantage to readers who implement their standards

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