



**Future Talent
Learning**

**L3 Transformational
Leadership Programme
Behaviour List**



The following list of behaviours are the ones we will be highlighting in the Tripartite Reviews.

Please come prepared with specific examples of how your direct report has demonstrated these recently.

Please provide the criteria number when delivering the Performance Testimony as this will help coaches with mapping.

Tripartite 1: TRANSFORMING SELF

- B2.1 Open, approachable, authentic, and able to build trust with others.
- B2.2 Seeks views of others.
- B3.3 Positive and adaptable, responds well to feedback and need for change.
- B4.1 Sets an example, and is fair, consistent and impartial.
- B4.2 Open and honest.
- B4.3 Operates within organisational values.

Tripartite 2: TRANSFORMING RELATIONSHIPS

- B2.1 Open, approachable, authentic, and be able to build trust with others.
- B2.2 Seeks views of others.
- B4.1 Set an example, be fair, consistent and impartial.
- B1.3 Determination when managing difficult situations.

Tripartite 3: TRANSFORMATIONAL LEADERSHIP

- B1.1 Drive to achieve in all aspects of work.
- B3.1 Flexible to the needs of the organisation.
- B3.2 Is creative, innovative and enterprising when seeking solutions to business needs.
- B4.1 Sets an example, and is fair, consistent and impartial.
- B4.3 Operates within organisational values.

Tripartite 4: TRANSFORMING BUSINESS

- B1.1 Drive to achieve in all aspects of work.
- B1.2 Demonstrates resilience and accountability.
- B1.3 Determination when managing difficult situations.
- B4.3 Operates within organisational values.

