



**Future Talent
Learning**

**L5 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

- B1.1 Drive to achieve in all aspects of work.
- B2.2 Seeks views of others and values diversity.
- B3.3 Positive and adaptable, responds well to feedback and need for change.
- B4.2 Open and honest.

Tripartite 2: TRANSFORMING RELATIONSHIPS

- B1.3 Determination when managing difficult situations.
- B2.1 Open, approachable, authentic, and able to build trust with others.
- B2.2 Seeks the views of others and values diversity.
- B4.1 Sets an example, and is fair, consistent and impartial.
- B4.2 Open and honest.
- B4.3 Operates within organisational values.

Tripartite 3: TRANSFORMATIONAL LEADERSHIP

- B1.1 Drive to achieve in all aspects of work.
- B1.2 Demonstrates resilience and accountability.
- B1.4 Seeks new opportunities.
- B2.1 Open, approachable, authentic, and able to build trust with others.
- B4.1 Sets an example, and is fair, consistent and impartial.
- B4.2 Open and honest.
- B4.3 Operates within organisational values.

Tripartite 4: TRANSFORMING BUSINESS

- B4.3 Operates within organisational values.
- B3.1 Flexible to the needs of the organisation.
- B3.2 Is creative, innovative and enterprising when seeking solutions to business needs.
- B3.4 Open to new ways of working.

Tripartite 5

- B1.1 Drive to achieve in all aspects of work.
- B1.3 Show determination when managing difficult situations.

- B2.1 Open, approachable, authentic, and able to build trust with others.
- B2.2 Seek the views of others and values diversity.
- B4.1 Set an example and be fair, consistent, and impartial.
- B4.3 Operate within organisational values.

