



OKANAGAN COLLEGE COMPETENCIES

Competencies	Results Focused	Leadership & Connection	Innovative & Change Adept	Indigenous Cultural Awareness	Integrity & Respect
OC Values	Students First / Distinction	Community / Relationships	Courage / Distinction	Respect / Community	Respect / Community
Leading Self (Employees)	<p>Demonstrates commitment to, and understanding of, student and client needs in decision making, actions and program design.</p> <p>Demonstrates the ability to analyze information, identify challenges, problem-solve, and find solutions.</p> <p>Shows accountability for effective and efficient delivery of day-to-day performance that supports the needs of the students, employees, clients, the community, and the College.</p> <p>Continually pursues performance excellence and seeks to acquire the knowledge and skills to perform effectively.</p>	<p>Manages one's own reaction and behaviours, and demonstrates empathy, appreciation, and good judgement in interpersonal relationships.</p> <p>Identifies and actions opportunities to resolve issues, collaborate, and build connections and effective working relationships.</p> <p>Demonstrates and supports two-way communication, active listening, openness, cooperation, flexibility and the freely sharing of ideas and information with others.</p> <p>Ensures written communication is concise, transparent, and consistent with the College's vision, mission, and values.</p>	<p>Generates, creates, researches and practices new ways to achieve results and finds new opportunities for growth and improvement.</p> <p>Overcomes obstacles and perseveres through challenges to attain the desired outcome to support the College's strategic goals, policies, and procedures.</p> <p>Remains open minded and positive in the face of challenges.</p> <p>Embraces and promotes change to support the achievement of the College's goals.</p>	<p>Learns about the correct protocol when approaching Indigenous communities.</p> <p>Understands the importance and purpose of reconciliation.</p> <p>Learns, embraces, and seeks to understand Indigenous perspectives, being self-aware of personal biases, and participating in opportunities to understand Indigenous culture, decolonization, and the historical context.</p>	<p>Acts always with respect, dignity, and honesty.</p> <p>Approaches difficult situations with composure, openness, and curiosity, acting in a manner that will withstand scrutiny.</p> <p>Understands EDISJ principles and practices, looks to promote equity and actively works to reduce the influence of biases in decision-making.</p>

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Leading People (AD's, Chairs, Managers & Supervisors)	<p>Develops and executes departmental plans that supports excellence and meets the needs of students, employees, clients and the community needs.</p> <p>Provides leadership, support and recognition to employees and the department in achieving service standards and individual, department and College goals.</p> <p>Identifies and evaluates problems and root causes and recommends solutions, taking into consideration political, organizational and community factors.</p> <p>Takes responsibility for department(s) performance and identifies opportunities for continuous improvement and growth.</p>	<p>Provides leadership and support to employees through the development of plans and initiatives that supports employee development, learning, recognition and wellbeing.</p> <p>Provides leadership, support and constructive feedback to employees on creating and maintaining effective relationships.</p> <p>Models, fosters and champions an environment that promotes collaboration, openness, two-way dialogue, the sharing of ideas, information and resources.</p> <p>Identifies and mitigates barriers, issues, and challenges and supports the alignment and integration of work within the team and department.</p> <p>Builds, and supports others in building, community relationships that supports the College's reputation and brand.</p>	<p>Encourages, coaches and guides employees to address difficult situations, remain resilient and focused on overall well-being.</p> <p>Leads change initiatives and champions the College's change initiatives while researching, adapting, developing, and pivoting programs to meet the current and future needs of student, employees, clients and the community.</p> <p>Ensures proper supports and resources are in place, and that successes and failures, where appropriate, are celebrated.</p>	<p>Creates and seeks learning opportunities on Indigenous culture and ways of knowing and being that benefits self and the team.</p> <p>Demonstrates a willingness to find answers to questions or concerns regarding Indigenous ways of knowing and doing within the parameters of OC Indigenous processes.</p> <p>Looks for opportunity to enhance ties with Indigenous communities and partners.</p> <p>Weaves Indigenous world views into programs, structures, policies, and practices in a respectful, thoughtful way.</p>	<p>Develops and implements departmental strategies and initiatives to support integrity, ethics, and respectful behaviour in the workplace.</p> <p>Establishes and communicates expectations regarding respectful and ethical behaviours, addressing issues as they arise and guiding employees and students on how to manage ethical dilemmas and conflict situations.</p> <p>Promotes EDISJ within the team and department, addressing behaviours that do not support the principles and practices of EDISJ.</p> <p>Works to identify and remove barriers to accessibility throughout their areas of responsibility.</p>

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Leading the College (Deans, Directors, Registrar, AVP's, VP's and President)	<p>Creates and fosters an environment at the College that is student, employee, client, and community focused.</p> <p>Removes barriers and supports the creation of programs, systems and structures to improve student, alumni, and employee engagement.</p> <p>Continually assesses and adapts to future needs and positions the College to take advantage and respond to emerging trends and opportunities.</p> <p>Creates and executes on the vision and strategy for the College, leading all in its successful execution.</p>	<p>Champions a culture throughout the College of leadership, transparency, collaboration, and establishing mutually beneficial relationships.</p> <p>Actively builds strategic and long-lasting partnerships with community members that supports the College's strategic plan, reputation and brand.</p>	<p>Communicates and leads the College's change initiatives and creates a culture supportive of innovation and change while measuring and monitoring the impact of change on students, employees, community, and stakeholders.</p> <p>Supports innovation that impacts the entire organization (e.g., system and policy changes) and removes obstacles to inter-departmental innovation and continuous improvement.</p> <p>Recognizes tenacity and resilience across the organization and establishes and implements organizational level resilience strategies and wellbeing initiatives.</p>	<p>Commits to an Indigenization plan through engagement with Indigenous communities, and identifies possible changes to college policies, structures, and processes that will benefit all and that will contribute to the process of truth and reconciliation.</p> <p>Takes action to create an organizational environment that is open and that acknowledges and embraces the diversity and distinctness of the Indigenous communities.</p>	<p>Develops and implements College strategies that promote and support integrity, ethical work practices and respectful behaviour in the workplace.</p> <p>Address and assists in the resolution of interdepartmental conflicts and unethical practices.</p> <p>Develops, communicates, and implements organizational strategies and initiatives that supports the principles of EDISJ and a culture within the College of integrity and respect.</p> <p>Works to identify and remove barriers to accessibility throughout the College</p> <p>Models and builds a culture of inclusion when engaging with the College internal and external community.</p>