STRATHCLYDE FRAMEWORK FOR EFFECTIVE ACADEMIC AND PROFESSIONAL LEADERSHIP BEHAVIOURS

Vision	A Leading international technological university, inspired by its founding mission, that makes a positive difference to the lives of its students, to society and to the world				
Strategy	Outstanding Student Experience	World Leading Innovation and Impact		Internationally leading Research	
Values	People Oriented	Collaborative	Bold	Ambitious	Innovative
Themes	Advances Strategy	Drives Excellence	Promotes Collaboration	Builds Talent	
Leadership Behaviours	Develops ideas and projects that advance the University strategy	Makes the most of opportunities to bring about improvements that benefit students, staff and wider stakeholders	Creates and sustains engagement and collaborative relationships with others	Communicates information and gives feedback in a systematic way, ensuring that all staff within his/her team have the information they need to excel in their roles	
	Translates strategy into plans, projects, objectives and local initiatives, gives clear direction on this and ensures delivery	Sets ambitious and achievable goals for self and others	Establishes collegial working environment for self and others	Creates opportunities for advancement of others	
	Uses the broad strategic direction to shape and implement approaches and culture to influence the behaviour of others	Promotes and encourages high quality learning programmes, innovation activities and professional services	Works across the University and wider community to achieve common goals	Actively mentors and supports career development of others, and identifies opportunities to learn from mistakes and disappointments	
	Enables and supports transformational, incremental and positive change initiatives to achieve effective performance within his/her part of the organisation	Prioritises things that make a positive difference and is proactive in implementing them	Actively seeks input on decisions and plans and listens to others	Objectively assesses performance of others; provides constructive feedback and takes appropriate action where necessary	
	Anticipates future challenges and builds organisational capacity to meet them	Champions creativity and innovation widely	Promotes team based approaches and recognises the contribution of others	Builds talent through succession planning, mentoring, coaching and by providing development opportunities	