



the Uniting Church in Australia, Queensland Synod

Leadership Development Framework

Leadership Program Mapping

Introduction

The Queensland Synod Leadership Development Framework (LDF) is designed to guide and support the development of leadership capabilities needed to respond to the current and future challenges for the church.

The Leadership Program Mapping uses the LDF domains and capabilities to assess the leadership capabilities that could be expected to be developed through participation in a particular program.

The Leadership Program Mapping may be used to:

- *Inform the selection of leadership development programs* – through helping to identify the leadership capabilities that could be expected to be developed through participation in a particular program
- *Inform individual development planning* – helping someone planning to develop their leadership capabilities to make informed decisions
- *Assist in evaluating outcomes of participation in a program* – when used to evaluate an individuals development as a result of participation in a particular program.

Leadership Development Framework Leadership Program Mapping

Instructions for completing the mapping

Complete the form below indicating:

- The capabilities that the program potentially develops within a fully engaged participant. Your impressions as to whether it does (Y for yes), it is not ordinarily within scope (N for no) or it is a possibility (P for possibly) would be helpful. Please make a comment for each domain.
- Whether the four program characteristics are met through this program (Yes/No). These are based on four characteristics that enhance successful outcomes from participation in leadership development programs:
 - Considers context:** considering the context and an individual's development needs rather than implementing a one-size-fits-all initiative enhances the impact of programs. In many cases there may be a small number of competencies that will make a significant difference to an individual.
 - Practical application:** rather than allowing development to be only reflection-based, effectiveness is increased through tying leadership development to real on-the-job projects that have an impact on the "why".
 - Adjusts mindset:** becoming a more effective leader often requires changing behaviour. However, this may also require adjusting a person's mindset ("below the surface" thoughts, feelings, assumptions and beliefs) as a precondition to behavioural change. Without aligning mindset, a development program is likely to be ineffective.
 - Measures results:** when organisations track and measure changes in leadership performance over time, they increase the odds that improvement will occur.

Name of program:

Name of reviewer:

Position:

Domains and Capabilities

Domain	Capabilities	Does the program develop these capabilities?	
		Y/N/P	Comments
Develop and lead self	1. Actively seek personal and spiritual growth	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
	2. Demonstrate self-awareness and self-management	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
	3. Model Christ-like and Christ-centred behaviours and values	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
	4. Take responsibility for own action and behaviour	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
Build relationships and engage others	5. Encourage personal and spiritual development of others	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
	6. Facilitate the development of strong relationships	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
	7. Promote a culture where people feel invited to contribute	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
	8. Harness talent and diversity and achieve high participation	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	

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Domain	Capabilities	Does the program develop these capabilities?	
		Y/N/P	Comments
Partner and collaborate	9. Purposefully build partnerships and networks 10. Employ a collaborative approach and create opportunities to collaborate 11. Partner and take collaborative action for transformation 12. Encourage insights from diverse sources to support action	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
Shape a preferred future	13. Critique the environment from a Christian worldview, considering changing contexts and trends 14. Demonstrate critical, strategic and systems thinking 15. Politically astute in building support for change 16. Apply insights, negotiate and work through resistance to implement change	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	
Achieve results	17. Build alignment and a common vision 18. Set direction, focussing on what makes a difference to build the church 19. Take action, and assess and evaluate progress and outcomes 20. Be accountable for performance and stewardship of resources	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P	

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Characteristics of program

		Y/N	Comments
Considers Context	Does the program consider the specific context and an individual's development needs rather than implementing a one size fits all initiative?	<input type="checkbox"/> Y <input type="checkbox"/> N	
Practical Application	Does the program tie development to real "projects" that have an impact on the "why", rather than allowing development to be only reflection based?	<input type="checkbox"/> Y <input type="checkbox"/> N	
Adjusts mindset	Does the program consider adjusting a person's mindset ("below the surface" thoughts, feelings, assumptions and beliefs) as a precondition to behavioural change?	<input type="checkbox"/> Y <input type="checkbox"/> N	
Measures results?	Does the program encourage participants to track and measure changes over time?	<input type="checkbox"/> Y <input type="checkbox"/> N	



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QUEENSLAND SYNOD

