Management Competency Framework



The MCF consists of 14 competencies broken down into 3 clusters, each competency describes the way we expect managers and leaders to behave and how to manage their teams.

We align our management development learning delivery around this framework.

Enabling Others to Flourish

Coaching and Development

Builds capability in others

Empowering Others

Trusts and enables others to perform

Connecting and Inspiring

Communicates direction and purpose

Leading Inclusion

Champions inclusiveness and encourages participation

Influencing Others

Gains commitment from others

Inspiring as a Role Model

Self-awareness

Understands their own impact on others

Resilience and Wellbeing

Manages personal energy and wellbeing

Adaptability

Learns and adapts to new ways of working

Integrity

Acts in the best interests of children

Delivering Outcomes for Children

User-centred

Delivers on the needs of users, supporters, staff and partners

Commercial Focus

Understands the commercial context and applies financial acumen

Leading Innovation and Change

Develops new ideas and puts them into practice

Driving Performance

Sets goals and supports others to succeed

Decision-making

Makes quality and timely decisions