LEADING TRANSFORMATION #25:
AREAS AND LEVELS OF COMPETENCE

A. AREAS OF COMPETENCE
This has to do with areas where competencies can be learned and utilized for effective change leadership.

1. THINKING SKILLS (Cognitive; has to do with the mind)

2. SPIRITUAL (Heart)

3. RELATIONAL/EMOTIONAL (Social)

4. PHYSICAL (Material, Economic, Entrepreneurial): The physical area is measured by resourcefulness; that is the ability to add value to and make the most of existing resources and opportunities.

“The development potential of a people is measured NOT by their EXISTING RESOURCES, but by their RESOURCEFULNESS; that is their ability to add the MOST VALUE to existing resources for creating wealth and improving the quality of life of ordinary citizens.”

B. LEVELS OF COMPETENCE (PERSONAL AND OTHERS-CENTERED)
This has to do with the two main levels of competence--Personal, and Other-centered.

1. PERSONAL

a. Apprentice: Practicing under guidance.

b. Practitioner: Practicing on own, working toward experience.

c. Master: Experienced practitioner working toward excellence.

2. COACHING & EQUIPPING OTHERS (Conceptual, Communication, Coaching Skills)

a. Coach/Mentor: Using one’s experience to increase the leadership capacity of others.

b. Empowerer: Equipping and Inspiring others to embrace and run with “God-size” visions.

The first level of competence is the mastering of a subject and delivering on it effectively for the benefit of particular segments of society. The second, and higher level of competence is the ability to equip and empower others to do what you are able to do, and even better.

“Success in leadership is measured not by what you do, but what others do because of what you do.”