

# ESC Region 11 Framework for Leadership Development



## visionary

An effective leader is a visionary, casting a vision of what could be and inspiring action to get there.



## committed

An effective leader is committed, focusing on the “right things” and bringing them to fruition.



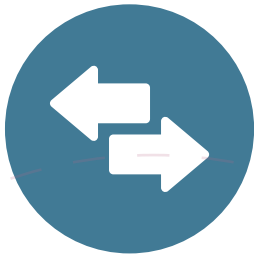
## communicator

An effective leader is a communicator who communicates with clarity, awareness, and the ability to adapt to the needs of others, while serving as a curator of the message.



## servant

An effective leader is a servant who takes ownership, accountability, and responsibility for lifting others.



## change agent

An effective leader is a change agent, is situationally aware and adapts his or her behavior to lead change in the most effective way possible.



## high expectations

An effective leader sets high expectations, and models by holding him/herself and others accountable.



## attuned

An effective leader is attuned to both the internal needs of the organization and the organization's role and standing in the community.

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