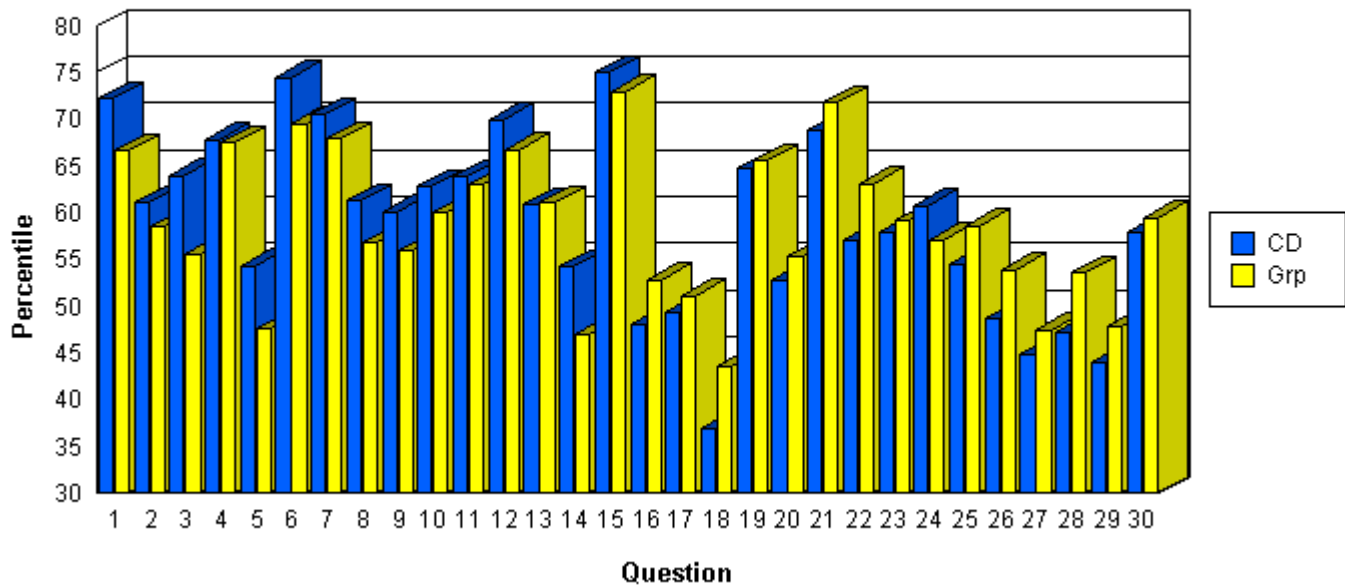


Comparisons by Question: Corp. Devel. versus Group



Nr Text

- 1 Envisages and describes the future direction of the business unit in a manner that supports the vision.
- 2 Influences decision makers in a way that positively compels action towards the bank/business unit vision.
- 3 Uses the vision and values of the bank/business unit as a reference point in conducting day to day activities.
- 4 Communicates to help others see the linkages between vision, values, systems and processes.
- 5 Modifies own behaviour to deal effectively with changes in the work environment.
- 6 Readily tries new approaches.
- 7 Recognises and adjusts ineffective behaviours or approaches.
- 8 Seeks and recruits talented team members.
- 9 Capitalises on opportunities to motivate individuals.
- 10 Inspires performance in others.
- 11 Involves team members in clarifying roles, responsibilities and performance expectations.
- 12 Sets high standards.
- 13 Acts as a coach for behaviours and attitudes linked to success.
- 14 Rewards positive results.
- 15 Manages individual differences.
- 16 Builds trust among team members.
- 17 Puts organisation's goals ahead of goals of own area.
- 18 Influences others to support partnership objectives.
- 19 Identifies key relationships that should be initiated or improved to further the attainment of group's or own area's goals.
- 20 Exchanges information with potential partners to clarify benefits and potential problems.
- 21 Facilitates agreement of responsibilities between own area and other areas and clarifies the way forward.
- 22 Monitors and evaluates the achievement of partnership goals.
- 23 Develops decision criteria considering the opportunities and risks associated with various options.
- 24 Generates strategies to achieve long range goals or visions.
- 25 Identifies information gaps, key relationships and issues relevant to achieving long term goals or visions.
- 26 Contributes strategic insights on key issues.
- 27 Identifies key issues/opportunities that impact on business performance and takes appropriate action.
- 28 Focuses on results without getting "side-tracked" by process.
- 29 Takes personal accountability for the long and short term success of the bank/business unit by removing barriers and overcoming obstacles to business opportunities.
- 30 Takes calculated risks over time.