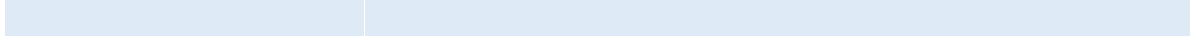




<p>Outdevelopment</p> <ul style="list-style-type: none">• Proactively seeks out new challenges and opportunities; leads team in adapting to new challenges and opportunities• Facilitates and implements improvements in processes, procedures, and operations	<ul style="list-style-type: none">• Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment. <p>behavior and future development opportunities</p>	<ul style="list-style-type: none">• Recognized as a subject matter expert and resource by employees, peers, supervision, and senior leadership• Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment.•
<p>Good, solid performance that fully meets milestones and on occasion exceeds milestones</p>		

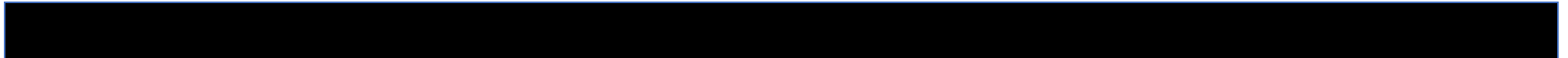
















Competency: Champion Change		
Performance Level	Behavioral Indicators	Competency Definition
<p>Outstanding performance that consistently exceeds milestones</p>	<ul style="list-style-type: none"> Takes initiative to look at outcomes and variables previously overlooked Identifies areas where change will lead to quality and efficiency improvements. Makes recommendations on change implementation. Is a role model for championing change (i.e. encourages others to adopt change; makes a good faith effort to implement change solutions) Establishes channels for colleagues to discuss desired change Encourages peers to share ideas with management and colleagues Sees innovative change as a catalyst for improving performance Actively engages in change initiatives 	<ul style="list-style-type: none"> Actively works to ensure that unit is change-ready. Encourages employees to leverage change for further innovation Formally establishes channels for direct reports and stakeholders to discuss change. Encourages direct reports to share ideas and devise action plans on those ideas. Encourages employees to take risk, and develops a culture where failed attempts at innovation are learning opportunities Actively engages resisters in change
<p>Good, solid performance that fully meets milestones and on occasion exceeds milestones</p>	<ul style="list-style-type: none"> Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment. Communicate with employee about sustainability of this work behavior and future development opportunities 	<ul style="list-style-type: none"> Work behavior related to this competency often exceeds expectations and consistently shows superior accomplishment. Communicate with employee about sustainability of this work behavior and future development opportunities
<p>good solid performance that meets all milestones</p>	<ul style="list-style-type: none"> Identifies critical areas of their job that require change Willing to hear out peers on change solutions. -ge 	