



**UW-MADISON**  
LEADERSHIP FRAMEWORK

**VALUES**

**Integrity**

**Inclusive Engagement**

**Connection and Community**

**COMPETENCIES**

**Self-Awareness**

Committing to authenticity and intentional reflection on one’s motivation, beliefs, values, emotions, and cultural context to ensure openness and accountability.

Acknowledging, valuing, and leveraging the strengths, contributions, and perspectives of the group through open, honest, and intentional dialogue to solve problems and foster change.

Modelling humility and building awareness of one’s own influence on individuals’ participation and community efforts.

**Interpersonal Communication**

Modelling vulnerability, encouraging open and honest communication, and appropriately addressing anxiety and conflict.

Encouraging the open sharing of all perspectives and adapting communication strategies to be responsive to the needs of others.

Cultivating open and honest communication within and between communities, intentionally inviting and recognizing diverse ideas to build trust.

**Learning and Development of Others**

Demonstrating and promoting continuous learning and protecting risk-taking that allows for the emergence of new perspectives.

Providing development opportunities and access to learning resources based on the goals, needs, and aspirations of all group members.

Supporting others in opportunities to develop skills to engage the community, expand their networks, and represent the group.

**Context and Culture**

Recognizing the value and challenge of cultural differences, acknowledging the impact of systemic discrimination and resisting judging others by one’s own cultural standards.

Encouraging participation by identifying and removing barriers, and challenging what is culturally dominant for the group or institution.

Promoting trust and good will, demonstrating knowledge of history and context, and engaging with intersectional communities with goals that are meaningful to all.

**Decision-Making**

Creating transparent, adaptable decision-making processes that acknowledge self-interest and impacted communities while maintaining personal and group accountability.

Inviting and synthesizing divergent perspectives, encouraging consensus building, and supporting constructive dialogue to identify a final decision.

Promoting collaboration, humility, and trust with internal and external groups while recognizing the impact of group dynamics on the community.

**Bridge-Building and Collaboration**

Fostering a culture of transparency and sense of trust among team members to encourage all members to share their input, even when it is different from others.

Building diverse groups with shared ownership of tasks, acknowledging individuals for their ongoing participation, and ensuring broad distribution of power.

Developing coalitions based on mutually beneficial goals and creating a safe environment for sharing differences of opinion and building consensus.

**Ideas into Action**

Communicating a compelling vision for change while managing risk and recognizing the impact of change on others.

Energizing the group around a shared vision of change and cultivating a safe and open environment for working through fears and barriers.

Partnering with community stakeholders in the identification, development, and implementation of positive change by fostering an open environment.

**PRINCIPLES**



**Action-oriented**



**Context Matters**



**Culturally Responsive**



**Positive Change**