

CPM leadership courses mapped against the Integrated Leadership System

CAPABILITIES	FROM MANAGER TO LEADER	BUILDING NEW LEADERSHIP	LEADING WITH MASTERY AND...	LEADING WITH STRATEGIC...
Shapes Strategic Direction <ul style="list-style-type: none"> Inspires a sense of purpose and direction Focuses strategically Harnesses information and opportunities Shows judgement, intelligence and common sense 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> — — ● ● 	<ul style="list-style-type: none"> ● ● ● ●
Achieves Results <ul style="list-style-type: none"> Builds organisational capability and responsiveness Marshals professional expertise Steers and implements change and deals with uncertainty Ensures closure and delivers on intended results 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ●
Cultivates Productive Working Relationships <ul style="list-style-type: none"> Nurtures internal and external relationships Facilitates cooperation and partnership Values individual difference and diversity Guides, mentors and develops people 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● ● — —
Exemplifies Personal Drive and Integrity <ul style="list-style-type: none"> Demonstrates public service professionalism and probity Engages with risk and shows personal courage Commits to action Displays resilience Demonstrates self-awareness and commits to development 	<ul style="list-style-type: none"> ● ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● ● 	<ul style="list-style-type: none"> — — ● ● ●
Communicates with Influence <ul style="list-style-type: none"> Communicates clearly Listens, understands and adapts to audience Negotiates persuasively 	<ul style="list-style-type: none"> ● ● — 	<ul style="list-style-type: none"> ● ● — 	<ul style="list-style-type: none"> ● ● ● 	<ul style="list-style-type: none"> — — —

KEY ● major course focus ● some course focus — not specifically addressed