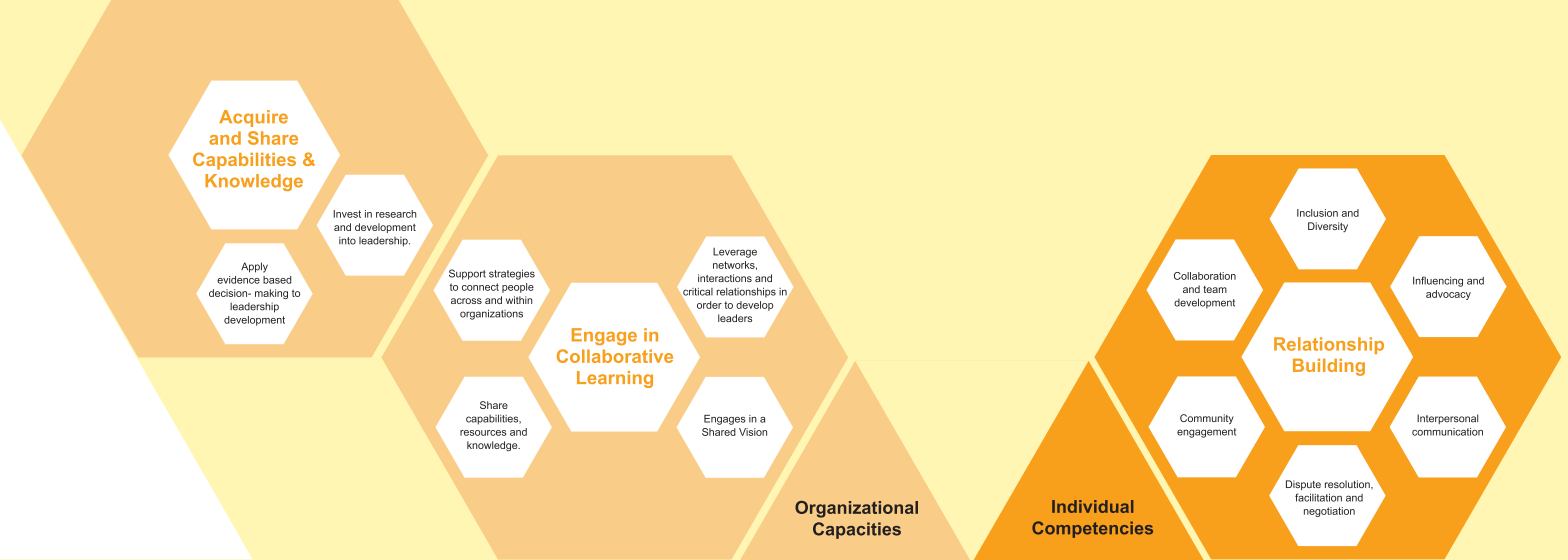


EMERGING LEADERSHIP DEVELOPMENT FRAMEWORK



FRAMEWORK PHILOSOPHY

Leaders are throughout the organization

Leadership can be developed but not simply taught

Leadership development can be enhanced by utilizing existing resources and supports

Leadership is adaptive, contextual and transitional

BELIEFS

Leadership exists at all levels of an organization

Leadership is not limited by age, seniority, experience, or involvement in the sector.

Leaders and leadership are developed more effectively in organizations with a learning culture.

Organizations with a learning culture are more likely to attract people with leadership potential.

Leadership can be developed many ways.

The development of emerging leaders is an investment in a healthy workforce for organizations and the sector.

