

Leadership Expectations

Leadership: The ability to turn vision into reality by practicing the following behaviors. In addition, leaders must demonstrate and uphold the Code of Conduct and should use UAB values to guide their decision-making.



<h2>Understand UAB</h2> <p>Understands and demonstrates UAB culture, processes, and priorities</p>	<h2>Achieve Results</h2> <p>Consistently fulfills job duties and performance expectations</p>	<h2>Build Relationships</h2> <p>Works effectively with others and contributes to an appreciative culture of productivity and collaboration</p>
<p>Focus on the future Communicates a compelling vision that is sharable by everyone; is forward-looking and talks beyond today; is optimistic; motivates and inspires others.</p> <p>Leverage diversity Builds an environment where different perspectives are critical to decision making; understands the business value of diversity and inclusion; respects and values those who are different.</p> <p>Serve UAB Supports the shared mission of the institution and embraces it as part of his or her own; acts courageously in the interest of UAB; demonstrates commitment to "One UAB" by thinking win/win and minimizing internal competition; intentionally develops a positive UAB culture.</p>	<p>Strive for excellence Pushes self and others for high quality achievements; can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; bottom-line oriented.</p> <p>Innovate Demonstrates resilience and agility when leading change; constantly looking for opportunities to innovate; understands and supports the need for change and the process through which it has to happen.</p> <p>Hold self and others accountable Keeps promises and expects others to do the same; be willing to have courageous conversations with those below, beside, and above you; ask for and provide honest feedback.</p>	<p>Communicate effectively Articulates key messages with consistency and clarity in a way that builds trust; uses diplomacy, tact, and humor; practices active listening; can accurately restate the opinions of others even when he/she disagrees.</p> <p>Develop self and others Actively engaged in learning and personal development of self and others; recognizes and develops leaders at all levels; delegates effectively and provides challenging assignments; holds frequent coaching conversations.</p> <p>Collaborate Enhances cooperation and teamwork while participating in a group; works toward solutions which generally benefit all involved parties; models transparency and shares information with others to enable them to accomplish group goals.</p>

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Why?

UAB expectations for leaders were created to:

- ✓ Define consistent performance expectations for leaders
- ✓ Foster alignment through shared definitions
- ✓ Develop a growth mindset of checking to ensure that behavior matches intentions

How?

We used an intentional, inclusive process.

- ✓ Built on the UAB Success Model, a road map for guiding behavior and performance at UAB
- ✓ Drafted by Lead UAB Board based on best practices, research, and experience
- ✓ Validated and approved by top leaders and President's Cabinet

Now what?

Individual and organizational next steps:

- ✓ Will be used in Lead UAB sessions for dialogue about leadership at UAB, to begin a process of reflection and set the stage for development
- ✓ Will provide the foundation for developing expectations for individual contributors and executives
- ✓ To be revisited as we progress on strategic initiatives