Managerial Competency Framework

Competencies

Leading Change & Innovation	Leading People	Results Driven	Resource Management	Communication & Collaboration
The ability to bring about operational and strategic change to meet unit/MSU goals, both within the unit and across University. The ability to establish a unit/ organizational vision and to implement it in a continuously changing environment.	The ability to lead people toward meeting the unit's/University's vision, mission, and goals. The ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive conflict resolution.	The ability to meet unit/University goals and student/employee expectations. The ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.	The ability to manage human, financial, and information resources strategically in an effective manner, and toward effective results.	The ability to communicate effectively and build coalitions internally, with State and local governments, and external organizations to achieve unit/University goals.

Attributes

Leading Change & Innovation	Leading People	Results Driven	Resource Management	Communication & Collaboration
Creativity and Innovation Flexibility Leading Execution Project Management Resilience Strategic Thinking Vision	Conflict Management Delegation Leveraging Diversity Developing Others Organizational Management Performance Management Team Building & Management	Accountability Customer Service Decisiveness Entrepreneurship Problem Solving Technical Credibility	Financial Management Human Capital Management Metrics Technology Management	Collaboration Communication Emotional Intelligence Partnering Influencing/Negotiating

Strategic Plan 2025 – Alignment to Project Soar Values

Leading Change & Innovation	Leading People	Results Driven	Resource Management	Communication & Collaboration
Innovation: Embracing innovation, experimentation, and creativity for excellence and efficiency.	**Social Justice:** Understanding and working to dismantle barriers to the opportunities and privileges appropriate to all residents of New Jersey.	**Success:** Continually promoting academic excellence and post-graduate achievement.	**Sustainability:** Building practices and programs for long-term survival and flourishing of the University.	**Community:** Connecting to community through strategic partnerships, collaborations, and services.