

## Leadership

# 2

Leadership is an essential skill to ensure appropriate outcomes are achieved when working with a public resource. Leadership is required to complete autonomous work, manage complex and varied work responsibilities, and supervise. Forest technologists must know themselves, collaborate and consult with others, and apply critical thinking skills.

### Demonstrable Competencies

### Measures

#### A. Cultivate relationships

1. Contribute to teams
2. Collaborate with others
3. Consult with others
4. Manage conflict <sup>1</sup>
5. Incorporate the values of user groups
6. Support Indigenous reconciliation
7. Apply Indigenous consultation requirements <sup>2</sup>

#### B. Demonstrate critical thinking

1. Evaluate information and sources
2. Document rationale for decisions <sup>3</sup>
3. Recognize need for external expertise <sup>4</sup>
4. Analyze issues and problem-solve

#### C. Lead self & others

1. Use effective interpersonal skills
2. Apply reflective practice <sup>5</sup>
3. Apply principles of emotional intelligence <sup>6</sup>
4. Acknowledge the need for, and seek out, appropriate resources, training, and/or coaching
5. Apply skills and processes to adapt to change <sup>7</sup>
6. Empower self and others <sup>8</sup>
7. Address cognitive bias <sup>9</sup>

### Notes:

1. Includes the ability to embrace and learn from conflict and not necessarily resolve it.
2. Includes the principles of the duty to consult and accommodate, and Free, Prior, and Informed Consent (FPIC).
3. Includes supporting documentation.
4. Includes the ability to recognize personal limitations and identify that assistance is needed.
5. Ability to reflect on one's actions to engage in continuous learning.
6. Capabilities of emotional intelligence fall into a matrix: self-awareness, social awareness, regulation of the self, and regulation of social skills. (adapted from Goleman's emotional intelligence model).
7. Effectively organizes and prioritizes daily workload.
8. Includes the ability to build trust, give and receive feedback, delegate responsibilities, recognize limitations in self and others, show appreciation, create opportunities for others, build confidence, and help others develop skills.
9. Cognitive biases are stereotypes or assumptions a person makes outside of their own conscious and subconscious awareness which originate from that individual's own perceptions, observations, or points of view. Bias affects decision making processes.