

Institutional Learning Objectives	General Staff	Supervisor/Manager	Administrator
<b>Major Field Competence</b>	<ul style="list-style-type: none"> <li>Professional Knowledge, Skills, and Abilities</li> <li>Individual Learning, Development and Growth</li> </ul>	<ul style="list-style-type: none"> <li>Professional Knowledge, Skills, and Abilities</li> <li>Individual Learning, Development, &amp; Growth</li> </ul>	<ul style="list-style-type: none"> <li>Professional Knowledge, Skills, and Abilities</li> <li>Individual Learning, Development, &amp; Growth</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Foundational Communication</li> </ul>	<ul style="list-style-type: none"> <li>Compelling Communication</li> </ul>	<ul style="list-style-type: none"> <li>Effective Communication</li> </ul>
<b>Collaboration and Leadership</b>	<ul style="list-style-type: none"> <li>Initiating Action</li> <li>Building Collaborative Relationships</li> <li>Adaptability</li> <li>Performance Standards</li> </ul>	<ul style="list-style-type: none"> <li>Delegating Responsibility</li> <li>Gaining Commitment of Others</li> <li>Facilitating Change</li> <li>Performance Results</li> <li>Coaching &amp; Developing Others</li> </ul>	<ul style="list-style-type: none"> <li>Empowering Others</li> <li>Influencing Others</li> <li>Leading Change</li> <li>Performance Excellence</li> <li>Coaching &amp; Developing Others</li> </ul>
<b>Creative and Critical Thinking</b>	<ul style="list-style-type: none"> <li>Foundational Decision-Making</li> </ul>	<ul style="list-style-type: none"> <li>Operational Decision-Making</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Decision Making &amp; Alignment</li> </ul>
<b>Intercultural and Global Perspectives</b>	<ul style="list-style-type: none"> <li>Meeting Stakeholder Needs</li> <li>Embracing Diversity</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder Focus</li> <li>Leveraging Diversity</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder Focus</li> <li>Championing Diversity</li> </ul>
<b>Ethical Reasoning</b>	<ul style="list-style-type: none"> <li>Authenticity</li> </ul>	<ul style="list-style-type: none"> <li>Authenticity</li> </ul>	<ul style="list-style-type: none"> <li>Authenticity</li> </ul>
<b>Sustainability</b>	<ul style="list-style-type: none"> <li>Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability</li> </ul>