

LEADERSHIP COMPETENCY FRAMEWORK

360° Feedback

Regulating and monitoring

This skill set relates to the more judicial aspects of the role that require councillors to understand their legal responsibilities and follow protocol when evaluating arguments and making decisions. Not only do councillors need to balance public needs and local policy, they must also monitor progress and seek feedback on their own learning needs.

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| I will ... <ul style="list-style-type: none">✓ Understand my judicial role and act on it to meet my legal responsibilities✓ Use evidence-based evaluation to make independent, impartial judgements✓ Follow protocol when chairing meetings to ensure that all views are explored and the process is effective and timely✓ Always follow legal process, balancing the needs of the public and local policy requirements✓ Monitor the performance of others and intervene when necessary to ensure progress✓ Commit to developing self, seek feedback and look for opportunities to learn✓ Understand and abide by the councillor's code of conduct | I won't ... <ul style="list-style-type: none">✗ Fail to declare personal interests✗ Make decisions for personal gain✗ Fail to consider all facts or all perspectives✗ Make subjective or uninformed judgements✗ Avoid monitoring and leave checks on progress to others✗ Make uninformed decisions without taking advice, considering regulations or taking account of wider issues✗ Miss deadlines, leave business unfinished and lack balance between council and other commitments |
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