

UQ Leadership Award

OBJECTIVE OF AWARD

The *UQ Leadership Award* recognises and celebrates leaders who have made outstanding contributions to the overall success of The University of Queensland. The University recognises that leadership is a complex construct that is executed differently by individuals; however, great leadership becomes evident through certain observable behaviours and outcomes that align with The University of Queensland's Strategic Objectives (*learning, discovery* and *engagement*). These behaviours and outcomes are outlined below and form the basis of the selection criteria for the UQ Leadership Award.

LEADERSHIP OUTCOMES

- The leader demonstrates exemplary leadership in that they provide a clear sense of **purpose, vision** and **mission** to their co-workers and staff. In doing so, the leader is able to achieve great results that have an evident impact on their workplace.
- The leader is able to successfully **manage** and **lead complex initiatives** smoothly and effectively.
- The leader invests time and effort in **coaching** and **mentoring** staff and **develops** them to be leaders of the future. As a result of this, the leader is able to improve the capabilities and overall performance of their staff.
- The leader acts in a way that **significantly improves** the outcome of a situation.

LEADERSHIP BEHAVIOURS

- The leader has great **self-management** in that they are honest, show integrity, are conscientious, have a strong motivational drive, and have the ability to keep disruptive emotions and impulses under control.
- The leaders shows great **self-awareness** in that they have a realistic evaluation of their own strengths and weaknesses, a strong and positive sense of self-worth, and they recognise the impact of emotions on performance, interpersonal relationships and organisational culture.
- The leader shows great **social awareness** including cross-cultural sensitivity, a service orientation and an ability to build and retain talented staff.

- The leaders has great **social skills** which includes the ability to communicate a vision for the future, build and lead teams, effectively manage change, and an ability to resolve disagreements.
- The leader exhibits strong **technical skills** in their area of expertise including an extensive knowledge base and demonstrated high proficiency in relevant technical systems and processes.

NOMINATION PROCEDURE

Nominations must be received from a Sponsor who can be a Supervisor or other member of staff. Self-nominations will not be considered. Sponsors are asked to submit a short explanation of the Nominees leadership capabilities.

In making your nomination, please state what leadership outcomes have been achieved by the nominee, and how the leadership behaviours have been demonstrated.

ELIGIBILITY

Both professional and academic staff, who have been employed by the University for at least three years, are eligible to receive the UQ Leadership Award. This award is not restricted to a particular level of leadership within the organisation; however, the nominee must be employed in a role that allows them the opportunity to exhibit leadership behaviours and outcomes.

AWARD

The recipient of the UQ Leadership Award will receive \$1000 to be used towards professional development activities. Finalists will receive a certificate highlighting their achievement, and will be invited to a cocktail function at a date to be advised.

SELECTION COMMITTEE

The selection committee will consist of the following representatives:

- Senior Deputy Vice-Chancellor, Executive Director (Operations), Director of HR

APPLICATION SUBMISSION

Please submit your completed application to:

Contact: Selda Evci
Address: HR Division, Level 3, Seddon Building 82B
E-mail: s.evci@uq.edu.au

Applications for the 2010 Award must be received by 5 November 2010.