

# Universal Competency Framework

## 'Great 8' Leadership Factors

1

Leading &  
Deciding

2

Supporting &  
Cooperating

3

Interacting &  
Presenting

4

Analyzing &  
Interpreting

5

Creating &  
Conceptualizing

6

Organizing &  
Executing

7

Adapting &  
Coping

8

Enterprising &  
Performing

## 20 Competencies

1.1

Deciding &  
Initiating Action

2.1

Adhering to  
Principles &  
Values

3.1

Relating &  
Networking

4.1

Writing &  
Reporting

5.1

Learning &  
Researching

6.1

Delivering &  
Meeting  
Expectations

7.1

Coping with  
Pressure

8.1

Achieving  
Goals &  
Objectives

1.2

Leading &  
Supervising

2.2

Working with  
People

3.2

Persuading &  
Influencing

4.2

Applying  
Expertise &  
Technology

5.2

Creating &  
Innovating

6.2

Following  
Instructions &  
Procedures

7.2

Adapting &  
Responding  
to Change

8.2

Entrepreneurial  
& Commercial  
Thinking

3.3

Presenting &  
Communicating

4.3

Analysing

5.3

Formulating  
Concepts &  
Strategies

6.3

Planning &  
Organizing

# Universal Competency Framework Interview Guide

**J Spring**



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Turkey through to a critique of physician specialization in Russia and applying IT initiatives to improve care in China Lebanon Taiwan Papua New Guinea the United Arab Emirates Venezuela and Wales Chapter writers recognized that the improvement work they were doing was part of a moving target There was general agreement that the effective use of limited resources and overcoming hurdles and constraints were crucial to enhancing health systems in order to deliver better care over the medium term While some initiatives required considerable funding many were relatively inexpensive These case studies demonstrate ways in which fruitful application of partnerships and creativity can make considerable gains in strengthening healthcare delivery systems Features The third book in a series on international health reform Involves 146 contributing authors five regional editors a series editor and a highly skilled support team to explore sustainable improvement in health systems in the future Encompasses a time horizon of the next 5 15 years Covers 152 countries or territories with 52 individual countries and an analysis of five regional groupings comprising 100 countries

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