

Core Competency 1:

Anticipate, analyze and resolve organizational challenges and conflicts

Description:

Use critical thinking skills, evidence-based practices, and information analysis to inform decision-making and address organizational problems; proactively identify pending crises or opportunities.

Rationale:

Jail leaders must be able to not only chart their organization’s future course, but also to navigate the present. Dealing with current organizational challenges must be predicated on a sound knowledge of the past and a clear vision of the future, including strategies for preventing organizational conflicts.

Requires knowledge of:	Requires skills in:	Requires ability to:
Organizational mission, vision, and values	Developing and maintaining updated vision/mission statements Strategic thinking and planning Clearly communicating vision/mission to employees and stakeholders	Think critically Maintain confidence and a positive attitude Have the courage to change Be guided by an ethical moral compass
Existing and potential organizational conflicts	Gathering information Foreseeing potential challenges and conflicts Effectively overcoming challenges and resolving conflicts	Think logically and creatively Be proactive Recognize symptoms Solve problems
Organizational culture	Understanding and managing the agency’s culture	Be guided by an ethical moral compass Maintain objective insights Be patient and persistent