

MANAGERIAL COMPETENCIES

Courage of your Convictions

Outstanding WBG managers demonstrate the confidence in their convictions and the integrity to express themselves to peers and superiors even if it is easier or more comfortable to refrain from speaking up. They have the confidence, balanced with humility and judgment, to operate with the intent of doing what is right for the WBG and its clients.

Leading the Team for Impact

Outstanding WBG managers focus on the WBG purpose and mission in order to provide on-going clarity and vision to their teams. They align capabilities and resources around the WBG mission. They create an energizing and empowering work environment where people are engaged and have the resources necessary to do their jobs, while holding team members accountable for results and improvement.

Influencing Across Boundaries

Outstanding WBG managers persuade, convince and create buy-in for ideas and initiatives in order to advance their own goals and strategies, consistent with the WBG mission and vision.

Fostering Openness to New Ideas

Outstanding WBG managers create open and innovative climates for the people around them. They are transparent, open to divergent views and encouraging of these attributes in others. They promote broad thinking and frank discussion, welcoming others' input into the decision-making process, and they build on others' ideas.

Building Talent for the Future

Outstanding WBG managers build people's capabilities for the future by supporting and leveraging the diversity of staff in terms of their race, gender, nationality, and culture, educational and professional backgrounds. They create growth opportunities for others, encouraging them to stretch beyond their current experience or comfort zone. They provide ongoing feedback and development, including long term career development and mentoring, as well as hold their team members accountable for developing others.