



Leadership Development Framework

TALENT DEVELOPMENT

The Leadership Development Framework gives organisations one practical language for leadership expectations, assessment and growth. Its 3D9C model connects strategic clarity, people development and reliable execution through observable behaviour. Organisations can tailor indicators to role and level while using a consistent basis for selection, performance, coaching and succession decisions.



THE MODEL AT A GLANCE

The approach

The 3D9C model connects strategic clarity, people development and reliable execution through three domains and nine competencies. Tailored behavioural indicators and complementary assessment evidence create a balanced view, guiding leadership coaching, workplace practice and decisions about future readiness.

When to use it

- Align leadership expectations with strategy, values and critical organisational outcomes.
- Build consistent evidence for selection, talent reviews and succession planning.
- Translate assessment feedback into targeted coaching, practice and development programmes.

What the model covers

Direction · Strategic Direction & Focus · Credibility & Professional Judgement · Innovation & Future Vision · Development · Commitment & Engagement · Collaboration & Partnership · Capability & Growth · Delivery · Ownership & Accountability · Client Partnership & Experience · Agility & Operational Excellence

Value for your organisation

- Makes leadership behaviour visible, assessable and practical to develop across levels.
- Creates consistency across recruitment, performance, development and future readiness decisions.
- Links leadership practice with people, client and organisational delivery outcomes.

Put it into practice

Confirm leadership levels, context and outcomes, then refine indicators within the core model. Gather complementary assessment and workplace evidence, translate findings into coaching and practice, and embed expectations in recruitment, performance, talent reviews and succession.

Outputs you can use

- Tailored leadership framework with level-specific behavioural indicators and shared expectations.
- Balanced evidence profile identifying leadership strengths and priority development needs.
- Focused coaching, practice assignments and development plans connected to real work.