What is UW-Madison Leadership?
The University of Wisconsin-Madison has a rich history of developing engaged citizens in an ever changing global society. These citizens have gone on to demonstrate leadership in corporate America, non-profit organizations, and public service. We believe this is not coincidental but a natural outgrowth of the University’s culture and mission.

Elements of leadership development are visible across campus in organizations, programs, and courses. The Coordinated Leadership Initiative (CLI) was launched to provide interconnected leadership opportunities for UW-Madison students, faculty, and staff. Our university community is served best when it can reference a common framework for leadership with a uniquely Madison perspective.

The Leadership Framework
Research-based and developed in consultation with students, faculty, and staff from across campus, the Leadership Framework is founded on the principles that leadership is an action-oriented endeavor not based on position or level of authority and that context matters, recognizing each situation requires unique engagement. The framework articulates ways of engaging in the act of leadership - understood as the phenomenon of change in an individual, group, or community’s beliefs, values, or behaviors.

The Leadership Framework is built on three central assumptions:
▪ Leadership generates observable outcomes
▪ These outcomes are informed by three key values of UW-Madison
▪ These outcomes occur when the individual has developed certain competencies

What is the Purpose of the Framework?
The Leadership Framework honors UW-Madison’s timeless tradition of sifting and winnowing, in pursuit of the best practices of leadership development. The purpose of the Framework is to:
▪ Illuminate and connect leadership courses, programs, and opportunities.
▪ Facilitate a shared vision and common language for leadership.
▪ Identify and promote practices, approaches, and behavior that cultivate positive change.

Values + Competencies = Leadership Outcomes
The matrix (on back) shows outcomes that can be generated when specific leadership competencies are executed while living each of the leadership values. This matrix primarily focuses on individual-level behavioral practices and is not intended to serve as an exhaustive list but rather provides examples of observable and measurable outcomes.

How to Use the Framework
Are you a faculty member interested in how to apply the Framework to your courses? Are you a student interested in assessing your own or your organization’s approach to leadership? Are you a staff member whose program might serve as a resource for leadership development? For insights and resources on using the Leadership Framework, project history, and how you can get involved, please visit: leadership.wisc.edu
## Abbreviated Leadership Framework

For the full framework, visit: [leadership.wisc.edu](http://leadership.wisc.edu)

The Leadership Framework (v.2014) was created by the Coordinated Leadership Initiative, a cross-campus group sponsored by the Center for Leadership and Involvement, the Division of Student Life, the Office of Human Resource Development and the Division of General Education Administration.

<table>
<thead>
<tr>
<th>COMPETENCIES</th>
<th>VALUES</th>
<th>OUTCOMES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self-Awareness</strong></td>
<td>Integrity</td>
<td>Help the group’s members connect their shared beliefs, values, emotions, and cultural context to the larger community affected by the work of the group.</td>
</tr>
<tr>
<td>Interpersonal Communication</td>
<td>Inclusive Engagement</td>
<td>Invite others to examine and share their beliefs, values, emotions, and cultural context as they relate to the work of the group.</td>
</tr>
<tr>
<td>Supporting Learning and Development of Others</td>
<td>Connection and Community</td>
<td>Examine one’s own beliefs, values, emotions, and cultural context and their influence on one’s ability to provide leadership to the group.</td>
</tr>
<tr>
<td>Honoring Context and Culture</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decision-Making</td>
<td></td>
<td>Make decision-making processes transparent and demonstrate personal accountability for decisions.</td>
</tr>
<tr>
<td>Fostering Bridge-Building and Collaboration</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Moving Ideas into Action</td>
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</tr>
</tbody>
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