

Leadership Blueprint

Brisbane City Council's Leadership Blueprint defines everyday leadership behaviours. It captures the six critical capabilities that represent and define successful leadership at Council.

Our Leadership Blueprint provides a common language to explicitly outline what we ask of, and expect, from our leaders at all levels.

Underpinned by Council Values and Zero Harm culture, our Leadership Blueprint forms a strong foundation for successful leadership and is a means of promoting high levels of trust in our leaders at Council.

Leadership Blueprint



Defined for our four leadership levels

Team Leader
Middle Manager
Executive
Divisional Manager

Underpinned by our values

Value for money / Working together / Getting things done / Passion for Brisbane / Responsive customer service / Courage to make a difference / Respect for people



Brisbane City Council, 2016

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Dedicated to a better Brisbane

Leadership Blueprint capabilities

Leadership capability: Vision

Capability description: Creates a clear vision, combining strategic action with a drive for continuous improvement.

Capability sub-factor: Acts strategically

Sub-factor description: Combines complex information with a One Council view to plan and set direction, and respond to the evolving needs of Council and the community.

Capability sub-factor: Drives continuous improvement

Sub-factor description: Gathers information from different sources and thinks outside the box to create opportunities and continuously improve.

Leadership capability: Agility

Capability description: Demonstrates agility through considered decision-making, resilience and an openness to change.

Capability sub-factor: Makes considered decisions

Sub-factor description: Uses informed judgement and makes considered decisions, demonstrating resilience and providing robust advice to others.

Capability sub-factor: Navigates complexity and change

Sub-factor description: Is adaptable, navigates an environment of complexity and uncertainty, and drives change.

Leadership capability: Impact

Capability description: Impact others positively by inspiring a sense of purpose and fostering a One Council culture.

Capability sub-factor: Inspires others

Sub-factor description: Creates collective energy and a shared sense of purpose as One Council.

Capability sub-factor: Builds capability

Sub-factor description: Untaps the unique talents of individuals and teams, coaching others and creating a Zero Harm environment where people can grow.



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Leadership capability: Connection

Capability description: Builds connection and embraces diversity through positive working relationships.

Capability sub-factor: Fosters relationships

Sub-factor description: Positively responds to the changing needs of our people and customers, and develops genuine and sustainable internal and external relationships.

Capability sub-factor: Embraces diversity

Sub-factor description: Respects, embraces and champions individual differences and drives an inclusive environment.

Leadership capability: Ownership

Capability description: Takes personal ownership for actions, demonstrates transparency and strives for personal growth.

Capability sub-factor: Demonstrates accountability

Sub-factor description: Demonstrates accountability for the execution of results and transparency in all actions.

Capability sub-factor: Develops self-awareness

Sub-factor description: Understands professional strengths and challenges, is open to feedback and seeks to extend learning and experience.

Leadership capability: Governance

Capability description: Demonstrates commitment to risk management and sensitivity to Council context.

Capability sub-factor: Manages risk

Sub-factor description: Understands the dynamics and functions of Council, adheres to legislation and is proactive in addressing risk.

Capability sub-factor: Navigates Council interfaces

Sub-factor description: Demonstrates sensitivity to the cultural social, political and organisational context of Council.



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