

Leadership Competency Model

What are the key competencies needed to be a Georgia Tech leader?

Acts Strategically

A leader who acts strategically will thoughtfully align work to the Institute's Strategic Plan, set priorities, make data-informed decisions, and take action to deliver results.

A leader who demonstrates inclusivity will show awareness of their own biases and actively seeks different perspectives and opportunities to connect and collaborate with others in ways that foster psychological safety and belonging.

Demonstrates Inclusivity

Exhibits Social Intelligence

A leader who exhibits social intelligence possesses the ability to understand, manage, and get along well with others.

A leader who develops self and others invests resources into professional development opportunities, creates a culture of feedback, and manages team dynamics.

Develops Self and Others



Each of the leader competencies includes additional behaviors called dimensions. These dimensions provide greater detail and specificity to support leaders in interpreting and exercising competency.

Threaded throughout the Leader Competency Model are the nine Institute values.



These competencies were developed to support Georgia Tech's goals to develop leaders who advance technology and improve the human condition.

A team of individuals involved in leadership work across the Institute was charged with developing a leadership competency model that aligned with Institute values and current leadership programs, and could be broadly applied across divisions.

The result of this cross-collaborative team from Workplace Learning and Professional Development (WLPD), Georgia Tech Human Resources (GTHR), Institute Diversity, Equity, and Inclusion (IDEI), Georgia Tech Research Institute (GTRI), and Faculty Affairs, was a comprehensive model focused on four high-impact leadership behaviors.