

# INTEGRATED LEADERSHIP SYSTEM (ILS)



## CPM courses mapped against the ILS

All management and leadership development courses provided by CPM have been designed so as to integrate with the Integrated Leadership System (ILS), with its five capability clusters for leadership development. On each of the foundation programs, participants are provided with their own individual 360° Feedback Profile. This describes their performance against the different ILS capabilities as rated by colleagues and peers, and where appropriate highlights areas for development. More information about the ILS is available from the Australian Public Service Commission (APSC) web site at [www.apsc.gov.au/ils](http://www.apsc.gov.au/ils)

CAPABILITIES	FOUNDATION				DIMENSIONS				SPECIALIST			
	1.1	1.2	1.3	1.4	2.1	2.2	3.1	3.4	3.5	3.6	3.8	3.10
<b>Shapes Strategic Direction</b>												
• Inspires a sense of purpose and direction	●	●	●	●	—	●	—	—	—	●	●	●
• Focuses strategically	●	●	●	●	—	●	—	—	●	●	●	●
• Harnesses information and opportunities	●	●	●	●	●	●	●	●	●	●	●	—
• Shows judgement, intelligence and common sense	●	●	●	●	●	●	●	●	●	●	●	●
<b>Achieves Results</b>												
• Builds organisational capability and responsiveness	●	●	●	●	●	●	—	●	—	—	—	●
• Marshalls professional expertise	●	●	●	●	●	●	—	—	—	—	●	●
• Steers and implements change and deals with uncertainty	●	●	●	●	●	●	●	—	●	●	—	●
• Ensures closure and delivers on intended results	●	●	●	●	●	●	—	●	—	●	—	●
<b>Cultivates Productive Working Relationships</b>												
• Nurtures internal and external relationships	●	●	●	●	●	●	●	●	●	●	●	●
• Facilitates cooperation and partnership	●	●	●	●	●	●	●	●	●	●	●	●
• Values individual difference and diversity	●	●	●	●	●	—	●	●	●	●	—	●
• Guides, mentors and develops people	●	●	●	●	●	—	●	—	—	●	—	—
<b>Exemplifies Personal Drive and Integrity</b>												
• Demonstrates public service professionalism and probity	●	●	●	●	●	—	—	●	—	●	—	—
• Engages with risk and shows personal courage	●	●	●	●	●	—	●	—	—	●	●	●
• Commits to action	●	●	●	●	●	●	●	●	●	●	—	●
• Displays resilience	●	●	●	●	●	●	●	●	●	●	—	●
• Demonstrates self awareness and commits to personal development	●	●	●	●	●	●	●	●	●	●	—	●
<b>Communicates with Influence</b>												
• Communicates clearly	●	●	●	●	●	—	●	●	●	●	●	●
• Listens, understands and adapts to audience	●	●	●	●	●	—	●	●	●	●	—	●
• Negotiates persuasively	—	—	—	—	●	—	●	●	●	●	—	●

**KEY** ● major program focus   ● some program focus   — not specifically addressed

A mapping of course names to course numbers is available on the Course Calendar at [www.cpm.org.au/calendar](http://www.cpm.org.au/calendar)