

	PEOPLE LEADERSHIP		RELATIONSHIP LEADERSHIP		BUSINESS LEADERSHIP		ENTREPRENEURIAL LEADERSHIP	
	INSPIRATIONAL LEADERSHIP Getting people to follow you	EXECUTION Achieving results through others	INFLUENCE Persuading and influencing others	COLLABORATION Creating synergies through working in partnership	DIRECTION Providing vision and direction	BUSINESS JUDGEMENT Making sustainable business decisions	INNOVATION Facilitating change and innovation	GROWING TALENT Developing effective capability
Enterprise Leader	Providing figurehead leadership Demonstrating a clear inclusive leadership 'brand'; inspiring followership internally and externally	Achieving HS2 strategic goals Harnessing the full range of capabilities from senior teams; holding top leaders accountable	Stakeholder influencing Getting broad support and buy-in for initiatives, leveraging internal and external relationships	Creating partnerships Establishing political, technical, and other partnerships to promote and deliver HS2	Creating strategic direction Setting and communicating long term strategy to shape and redefine the UK rail industry	Leading sustainability Making judgements on what will ensure the sustainability of HS2 and deliver value to the taxpayer	Leading transformational change Creating conditions for people to innovate, setting the agenda for change	Sustaining enterprise capability Fast tracking the careers of senior talent pools; mentoring, sponsoring, fostering mobility, and defining succession
Functional Leader	Demonstrating leadership flexibility Motivating and inspiring people from diverse functions and cultures	Stretching performance Stretching the performance of people with a wide range of skills and capabilities	Cross-matrix influencing Using a range of interpersonal approaches to persuade people with differing perspectives and interests	Collaborating across boundaries Establish reciprocal relationships and alliances across the organisation	Coordinating cross business teams Creating a shared sense of purpose; keeping diverse teams focused on the same HS2 goals	Ensuring value for money Making judgements on what will ensure commercial viability; appropriately balancing risk and return	Inspiring differentiation Innovating and encouraging early adoption of new ideas; 'pushing the boundaries'	Fast-tracking talent Taking risks with growth opportunities for high potential performers to 'raise their game'
Team Leader	Establishing leadership impact Projecting personal confidence, passion and authority; role-modelling HS2 spirit and promoting inclusive behaviours	Facilitating delivery through others Keeping people's performance on track; anticipating obstacles; creating ownership and accountability	Persuasive influencing Tailoring information and arguments for different audiences	Team-working Creating mutual support and understanding with colleagues	Giving clarity on direction Creating a clear sense of direction and priorities	Adding value Making priority judgements on what will make the most effective use of resources	Facilitating continuous improvement Challenging current practices to improve how we design and deliver HS2	Coaching talent Coaching and sharing own knowledge and experience to help people to develop