

	PEOPLE LEADERSHIP		RELATIONSHIP LEADERSHIP		BUSINESS LEADERSHIP		ENTREPRENEURIAL LEADERSHIP	
	INSPIRATIONAL & EMPATHETIC LEADERSHIP Encourages followshio & sees the world from teams' perspective	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	Figurehead leadership Promotes employee unity and cultural diversity and has desire to understand what others are experiencing. Places health, safety and wellbeing of all as priority	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 Inclusively leads by action and empowers others to make best for programme decisions.	Creating strategic direction Setting and communicating long term strategy to shape and redefine the UK rail industry	Leading sustainability Making judgement on what will ensure the sustainability of HS2 and delivers an integrated product of 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	Attentive leadership Recognises, predicts, understands and actively listens to meet the emotional needs of team members. Motivates and provides a 'psychologically safe' environment.	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 Establishes reciprocal relationships and alliances across the organisation. Rallies the group around a compelling vision of change to deliver an integrated program.	Coordinating cross business teams Creating a shared sense of purpose; keeping diverse teams focused on the same HS2 goals	Ensuring value for money Makes agile and 'best for program' judgements that are within remit. Nurtures empowerment in others.	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	Engaged leadership Projects passion and confidence. Actively listens to what colleagues say and feel. Actively promotes inclusion, safety and wellbeing agendas. Has a genuine interest in what colleagues say and feel. Actively promotes wellbeing	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 Encourages and convinces key stakeholders to participate in the process.	Giving clarity on direction Creating a clear sense of direction and priorities	Adding value Making priority judgements within remit whilst taking accountability.	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