

The 'Six Core Competencies of Leadership' and OPM's ECQ's

OPM has identified five fundamental 'Executive Core Qualifications' (ECQs) – designed to assess executive experience and potential – not technical expertise. They embody the leadership skills needed to succeed in the SES. The 'Six Core Competencies of Leadership Series' offered by Jerry Strom & Co., Inc. addresses a significant portion of these OPM core leadership skills, as follows:



Jerry Strom offers the highly-rated 'Six Core Competencies of Leadership Series' as a developmental pathway for federal employees. Since 2004, over 1500 government workers, civilian and military, from across the U.S. have participated in this dynamic training program.

Mr. Strom has been active in business, community, and nonprofit leadership roles for over 25 years – bringing his experience, energy, creativity, and passion for leadership and integrity to this powerful learning experience.

LEADERSHIP SKILL	Yes	No
+ ECQ 1 - Leading Change		
Continual Learning	✓	⊖
Creativity/Innovation	✓	⊖
External Awareness	✓	⊖
Flexibility	✓	⊖
Resilience	✓	⊖
Service Motivation	✓	⊖
Strategic Thinking	⊖	✓
Vision	✓	⊖
+ ECQ 2 - Leading People		
Conflict Management	⊖	✓
Leveraging Diversity	✓	⊖
Integrity/Honesty	✓	⊖
Team Building	✓	⊖
+ ECQ 3 - Results Driven		
Accountability	✓	⊖
Customer Service	⊖	✓
Decisiveness	✓	⊖
Entrepreneurship	✓	⊖
Problem Solving	✓	⊖
Technical Credibility	⊖	✓
+ ECQ 4 - Business Acumen		
Financial Management	⊖	✓
Human Resources Management	⊖	✓
Technology Management	⊖	✓
+ ECQ 5 - Building Coalitions/Communications		
Influencing/Negotiating	✓	⊖
Interpersonal Skills	✓	⊖
Oral Communications	✓	⊖
Partnering	✓	⊖
Political Savvy	⊖	✓
Written Communications	✓	⊖

**Yes indicates this skill is addressed within the 'Six Core Competencies of Leadership' series.*

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