

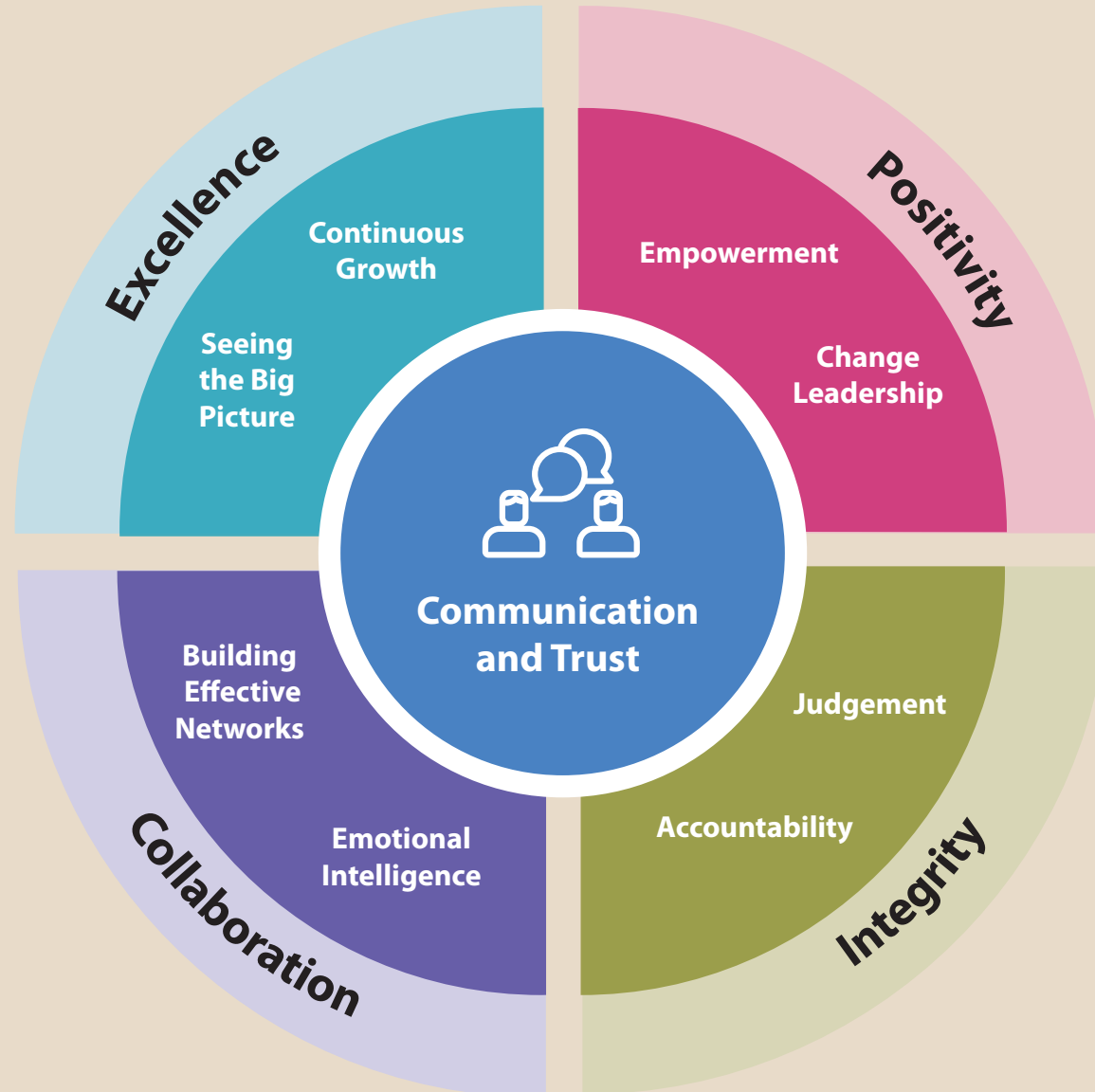
Assembly Commission Leadership Framework

Purpose

Our People and Culture Strategy commits to identifying the key strengths required for effective leadership in the Assembly Commission and use them to enhance how we lead our people, in alignment with our Corporate Values Excellence, Positivity, Integrity and Collaboration.

Responsibilities

Leadership is not confined to formal roles or titles - it is a shared responsibility. We are all responsible for demonstrating leadership through our actions, attitudes, and interactions. We each have a responsibility to continuously develop our leadership strengths, so that we can contribute to a culture of excellence.



Approach

The Framework is comprised of eight leadership strengths, structured around our Corporate Values with communication and trust integrated throughout.

Our Leadership Framework will be embedded in how we go about our work and how we work together to enable the successful operation of the Assembly.

It provides a map for how we assess and develop our practice, in an environment of continuous growth.

It will equip us to lead with confidence, both now and in the future of work.

Our Leadership Strengths

The leadership strengths draw on our knowledge and experience, as well as research and best practice on what it takes to lead with excellence in a parliamentary context. They outline the knowledge, skills, behaviours and mindsets required to lead self and others.

The leadership strengths are:

Excellence	Seeing the Big Picture	Understand and navigate the wider organisational and parliamentary context and align decisions and work with the Assembly Commission's Corporate Strategy
	Continuous Growth	Create an environment of continuous growth where goals are set and delivered and individuals and teams are encouraged to develop their skills, achieve their goals, and contribute to organisational excellence.
Positivity	Empowerment	Enhance staff autonomy and build trust by delegating responsibility, providing support, and fostering a culture of ownership.
	Change Leadership	Successfully navigate and lead through change by responding effectively to shifting priorities, challenges, and stakeholder needs.
Integrity	Judgement	Apply critical thinking and ethical decision-making with transparency and honesty.
	Accountability	Take ownership of decisions, actions, and outcomes, ensuring alignment with organisational goals and public expectations.
Collaboration	Emotional Intelligence	Recognise, understand, and manage one's own emotions while empathising with and influencing the emotions of others.
	Building Effective Networks	Create cohesive, high-performing groups, teams and networks by fostering collaboration, trust, and a shared sense of purpose.