

Director

	Living our purpose	Influence	Performance drive	Talent development	Strategic direction	Competitive edge	Inspirational leadership
Definition	Fosters broad commitment to our purpose and values; inspires peers and teams to make an impact that matters	Builds long-term, trust-based relationships with senior stakeholders and influencers, and uses highly developed influencing skills to drive impact, often in complex situations	Builds a high performance culture by cultivating individual and team strengths; drives outstanding client service, often through large cross-business and/or cross-border teams	Manages the development of a strong pipeline of talent for current/future success; owns and drives a talent experience that differentiates Deloitte	Sets and communicates strategic direction, excites people around the vision and goals, and aligns diverse, cross-functional and cross-border teams to achieve success	Anticipates market and competitor trends to develop and deliver bold and innovative solutions that differentiate Deloitte with clients	Leads from the front, acting as an exemplary role model for leaders at all levels; promotes a strong sense of loyalty and followership, and energises others to act
Behavioural anchors	<ul style="list-style-type: none"> Recognised as a leader who personifies our purpose and values 	<ul style="list-style-type: none"> Draws on their extensive internal/external network to build coalitions and gain support for proposals 	<ul style="list-style-type: none"> Provides visible leadership to build and sustain a high performance culture, creating opportunities to capitalise on individual and team strengths 	<ul style="list-style-type: none"> Identifies emerging talent needs based on business objectives and leads the development of a strong pipeline of talent and future leaders 	<ul style="list-style-type: none"> Articulates a compelling strategy and vision for the business/service/service line in alignment with Global, Business, and Member Firm strategies 	<ul style="list-style-type: none"> Understands business strategies of key players and can anticipate and plan for their competitive moves 	<ul style="list-style-type: none"> Motivates and energises diverse, cross-business and/or cross-border teams with ample positive energy and proactivity
	<ul style="list-style-type: none"> Brings the best of Deloitte to deliver exceptional value to our clients, colleagues, and communities 	<ul style="list-style-type: none"> Makes persuasive arguments and seeks 'win-win' solutions that meet the needs and interests of key stakeholders 	<ul style="list-style-type: none"> Brings together the right mix of diverse cross-business and cross-border teams to deliver the best of Deloitte to our clients 	<ul style="list-style-type: none"> Actively supports the development of leaders at all levels, including peers 	<ul style="list-style-type: none"> Energises people across diverse, cross-functional and cross-border teams on the vision and aligns people around shared direction and goals 	<ul style="list-style-type: none"> Anticipates future trends and leads development of innovative products and services 	<ul style="list-style-type: none"> Inspires people to be their best and exemplifies the kind of leader people want to work with
	<ul style="list-style-type: none"> Promotes a sense of community and inspires others to live our purpose 	<ul style="list-style-type: none"> Stands their ground in difficult situations; navigates challenging interpersonal or organisational dynamics while maintaining productive long-term relationships 	<ul style="list-style-type: none"> Holds people and teams accountable to deliver superior results and provides the right incentives and recognition to drive excellence 	<ul style="list-style-type: none"> Uses a wide array of approaches to build and sustain a distinctive talent experience that differentiates Deloitte 	<ul style="list-style-type: none"> Anticipates change and makes bold strategic choices for the future 	<ul style="list-style-type: none"> Challenges and mobilises peers and teams to develop and embrace market-leading solution(s) 	<ul style="list-style-type: none"> Engages individuals at all levels of the organisation and sets a tone at the top that fosters integrity, respect, and appreciation of strengths and differences