

Your Success is Our Success

Organizational Competencies

Success at Fleming is driven by people. Enabling our employees and equipping them with a shared set of key competencies is the best route to achieving success for our students, our employees, and the college community.

Competencies are specific and observable knowledge, skills, attitudes and behaviours associated with effectively delivering success in any job. They shape the way we work, how we work together, and how we innovate and change as a college.

An Organizational Development Team consulted with staff across the college and has developed a core set of competencies that will guide how we develop, mentor, recognize, and enhance the capabilities of our employees, as well as how we select the best talent. These competencies are the behaviours that underpin our ability to take risks and be competitive in an ever-changing world.

In response to feedback heard through our consultations, we are creating a Learning Resource Guide to support employees in recognizing and developing competencies, and to guide professional development and career planning. Watch for more details, further support tools and next steps in the roll out, coming soon.

For Leaders, your next step is to select the appropriate competencies to be included in your leadership objectives for this year.

Fleming College Organizational Competencies

Learn <i>Commits to Continuous Improvements and Results</i>	Belong <i>Develops Integrated Solutions</i>	Become <i>Uses Creative Solutions to Drive Innovation</i>
Pursues professional learning , personal growth and supports the development of others.	Works collaboratively and builds inclusive relationships to produce integrated solutions across the college.	Takes responsible risks and has the courage to challenge conventional thinking to facilitate innovative decision making.
Engages in the assessment of outcomes and seeks feedback to support continuous improvement.	Builds strong, respectful relationships that contribute to accountability and integrity.	Explores new possibilities for solving complex problems, finding creative solutions and implementing sustainable ways to work and live.
Drives to achieve deliverables and reach successful, sustainable outcomes which align with college priorities.	Balances student, organizational and individual priorities to support a healthy College environment.	Uses technology to develop new approaches to meet the evolving needs of students, staff and stakeholders.