

# What are the HBA Leadership Capabilities?

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The HBA's Leadership Capabilities framework was developed in 2014 and outlines the core actions and capabilities of leaders in the business of healthcare. The HBA's portfolio of offerings and events are mapped to this framework and Ambassadors will assess their skill levels across each capability to measure their progress.

## Core Actions & CAPABILITIES

for Professionals in the Business of Healthcare

Quick Reference

### ENLIGHTEN

1. **Integrity**—Values Alignment, Self-Awareness, Credibility, Accountability
2. **Communication**—Active Listening, Emotional Intelligence, Respectful Communication, Adaptive Communication
3. **Industry Acumen**—Strategic Business Performance, Healthcare Enterprise Knowledge, Digital Ecosystem Knowledge, Entrepreneurship

### EMPOWER

4. **Executive Presence**—Confidence, Composure, Business Judgment, Poise
5. **Executive Mindset**—Self-motivation, Mastery Orientation, Resilience, Career Development Strategy
6. **Decision-Making**—Critical Thinking, Agility, Risk Management, Problem-Solving

### ENGAGE

7. **Influence**—Impact, Political Savvy, Conflict Management, Inspirational Leadership
8. **People Management**—Cultural Competence, Empathy, Relationship Building, Collaboration
9. **Networking**—Visibility, Advisory Network Formation, Professional Brand Promotion, Strategic Positioning

### EVOLVE

10. **Change Leadership**—Disruptive Leadership, Opportunity Assessment, Flexibility, Change Advocacy
11. **Innovation Capability**—Visioning, Design Thinking, Creativity, Ideation
12. **Continuous Development**—Upskilling, Learning Agility, Legacy Building, Holistic Wellbeing

