

Henrico County Competencies

Class Title	Communication	Results Driven	Serving Customers	Leading and Influencing	Understanding the Business of Henrico County	Personal Accountability	Managing and Transferring Knowledge
Leadership/Professional Development							
Achieving Success: Building Pathways to Inclusion	X	X	X	X	X	X	
Balance and Boundaries: Increase Productivity and Wellbeing		X				X	
Building Your Emotional Intelligence	X	X		X		X	
Candid Conversations on Inclusion and Belonging	X			X	X	X	
Change, Stress, and Resiliency: Leading with the SCARF Model	X			X		X	
Communicating with Diplomacy and Professionalism	X		X	X		X	
Communication Styles	X		X	X		X	
Competing Demands and Time Management		X	X		X	X	
Conscious Inclusion: Effective Communication for the 21st Century	X	X	X	X	X	X	
Critical Thinking for Quality Decisions		X	X	X		X	
Dealing with Conflict Productively	X	X	X	X		X	
Difficult Behaviors: Influencing a Better Outcome	X	X	X	X		X	
How to Navigate Challenging Conversations	X	X	X	X		X	
Immunity to Change: Overcoming Hidden Barriers		X			X	X	
Lead Boldly: The Power of Vulnerability and Risk-Taking	X			X		X	
Managing Emotions and Thriving Under Pressure	X			X		X	
Mindful Living: Build Resilience and Wellbeing						X	
Mindfulness at Work: Reduce Stress and Increase Focus						X	
Myers-Briggs Type Indicator (MBTI®) for Leaders	X	X		X		X	
Rebounding and Thriving: Designing Your Life Roadmap						X	
Rediscovering Your Mojo: Life Post-Pandemic		X		X	X	X	
Resilience: A Critical Ability						X	
Success in Our Current Reality	X		X		X	X	
Think Again: Keeping Your Mind Flexible for Effective Leadership		X		X	X	X	
"What If" Futuristic Thinking		X	X	X	X		
Management							
Conflict Management: Intervention Strategies That Work	X	X		X	X	X	
Employee Relations Issues: A Supervisor's Role	X	X		X	X		X
Feedback and Coaching for Performance	X	X		X	X	X	X
The Inclusive Leader: Strategies for Successfully Leading a Diverse Team	X	X		X	X	X	
Vision to Performance for Supervisors		X		X	X		X
You're a Supervisor: Now What?	X	X		X	X	X	X