



UVIC COMPETENCY RESOURCE GUIDE

PARTNERSHIPS AND COLLABORATION



We support collaboration among faculties, disciplines, and divisions; between academic and administrative units; between the campus and our community; and between UVic and our international partners, alumni, research institutions, industry and governments.

Competency: CULTIVATE PARTNERSHIPS	
I promote collaboration, partnership and cross-organizational activities that share knowledge and pool resources to get things done. I share my resources, lift up other voices and champion other people’s ideas while trusting them to do the same for the good of our community, society and the planet.	
How this competency could be demonstrated in your work	<ul style="list-style-type: none"> • Reaching out across unit, department or university boundaries to connect with others • Offering knowledge and sharing information freely • Seeking out others on campus or externally who have common goals to explore ways to share resources • Initiating cross-organizational projects or programs • Highlighting and recognizing the accomplishments of others • Seeking opportunities to build relationships beyond your immediate networks
Sample coaching, reflection or interview questions	<ul style="list-style-type: none"> • Who else is interested in or affected by your work? How can you connect more with them? • Think about the connections you have on campus. Would any of these people benefit from meeting each other? How can you make connections between them? • Think of a unit or department you would like to work with more closely. How could you initiate a deeper connection? • How are you influencing change in your current role? Who else do you need to include in order to make this change work? • How could you go beyond your existing network to collaborate with a wider audience?
Sample learning opportunities	<ul style="list-style-type: none"> • Nominate an employee or team for a UVic Award or an external award to recognize their contributions • Attend or volunteer with a UVic event or program to connect with people from other areas of campus • Engage in the Campus and/or President’s updates by attending, watching the recorded video or asking someone who attended to share their perspective • Read the Campus Checklist delivered to your inbox to learn what’s happening on campus
Competency: SEE THE LARGER SYSTEMS	
I understand UVic is a complex system and work across the organization to make connections between different parts. I recognize that actions I take may impact other parts of UVic and thoughtfully anticipate and consult to avoid unintended consequences. I take a big picture perspective when assessing challenges to see beyond my own needs to appreciate how we are all interconnected and strengthened by each other.	
How this competency could be demonstrated in your work	<ul style="list-style-type: none"> • Connecting individual successes to the success of the organization • Maintaining line of sight from unit/department/divisional goals to the strategic objectives of the university (cont’d next page)

<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Connecting with other departments to learn how they support UVic's success • Considering the impact of new projects, programs or systems on other units and seeking input on implementation • Identifying mutual benefits and seeking support from other parts of UVic and offering support where goals are aligned.
<p>Sample coaching, reflection or interview questions</p>	<ul style="list-style-type: none"> • How could you get to know more about UVic's goals and objectives? • How do you see your role contributing to the big picture? • What possibilities do you see for UVic in the future and how would you like to contribute to those? • How might you connect more with others on campus you don't work directly with? • What opportunities do you have in your daily work to learn more about the contributions and accomplishments of other UVic departments?
<p>Sample learning opportunities</p>	<ul style="list-style-type: none"> • Read the different University Plans to see how UVic's diverse goals and priorities interconnect. • Engage in the Campus and/or President's updates. • Subscribe to post-secondary specific blogs and newsletters such as Academia Group's Top ten or Higher Education Strategy • Read the Campus Checklist delivered to your inbox to learn what's happening on campus • Attend a Board or Senate meeting see how decisions are made
<p>Competency: CONNECT TO PURPOSE</p>	<p>I see the part I play in our shared future and make connections through my daily work to the purpose, principles and pledge in UVic's strategic plan and to the four Teachings of the Indigenous Plan. I'm inspired in my work by the positive impact UVic has on students, our community and the world and am proud of my contributions to UVic's distinct strengths and priorities.</p>
<p>How this competency could be demonstrated in your work</p>	<ul style="list-style-type: none"> • Connecting with the values of the university and identifying where personal and university values intersect to create a sense of purpose • Applying the teachings from UVic's Indigenous Plan to your work • Adapting and aligning your goals or actions to respond to changes in university priorities • Supporting others to develop a shared vision sense of purpose in their work
<p>Sample coaching, reflection or interview questions</p>	<ul style="list-style-type: none"> • What do you value? What beliefs do you live by? How do these connect to UVic's values? Where do you see similarities and where might they diverge? • What inspires you about UVic and connects you to our community? • What gives you a sense of purpose in your work? • What can you do to make a difference at UVic? What's stopping you? Who can help?
<p>Sample learning opportunities</p>	<ul style="list-style-type: none"> • Read and reflect on the UVic's purpose, pledge and principles in the Strategic Plan and the four teachings in the Indigenous Plan • Subscribe to UVic in the News www.uvic.ca/home/about/campus-news • Volunteer for Convocation or Week of Welcome events to support students to celebrate their accomplishments • Attend a student performance, presentation or athletic event, such as a Vikes game, Phoenix Theatre production, music performance or the Three Minute Thesis competition