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The Minnesota State Colleges and Universities Executive 360 was developed to assist the executive development of Minnesota State Colleges and Universities Presidents and Executives. The Leadership Sections and Competencies that follow were developed specifically for Minnesota State Colleges and Universities Leadership.

The Minnesota State Colleges and Universities Executive 360 is based on four (4) major **Leadership Sections and the subsequent eleven (11) Leadership Competencies:**

I. LEADER OF SELF 1) Understands Self and Others 2) Acts with Integrity
II. LEADER AS RELATIONSHIP BUILDER 3) Values Diversity 4) Communicates Effectively 5) Builds Trust
III. LEADER AS MANAGER 6) Builds Customer Service Orientation 7) Builds Organizational Talent 8) Demonstrates Good Stewardship
IV. LEADER AS INNOVATOR 9) Articulates Vision and Mission 10) Builds Organizational Capacity to Meet Future Challenges 11) Demonstrates Effective Decision Making

All of the specific questions that you and your observers were asked on the Minnesota State Colleges and Universities Executive 360 fall into one of the four Leadership Sections and are grouped by Competency. Both you and your observers were also asked to indicate the five (5) most important Competencies for your development. These were then classified into "Importance Ratings;" e.g., the most important Leadership Competencies from your perspective juxtaposed with rating of their perspectives. Your and Observers' scores then are compared to how important that particular Competency is. You and the Observers were also asked open-ended questions that are reported verbatim at the end of this report.

Specific descriptions of each of the Competencies are detailed in Report 4 of the Feedback Report.

The Minnesota State Colleges and Universities Executive 360 Feedback Report contains a summary of your and your observers' responses. The Feedback Report includes your and your observers' responses on each of the Leadership Competencies and specific questions. The data is reported by Self; i.e., you, All Observers; i.e., Supervisor, Peers, Direct Reports, and Community Representatives as well as individual scores of your Supervisor, Peers, Direct Reports, and Community Representatives.