

# AI-Enhanced Leadership Competency Matrix Template

## Competency Areas and Proficiency Levels

COMPETENCY AREA	NOVICE	DEVELOPING	PROFICIENT	EXPERT	TRANSFORMATIONAL
Strategic Thinking	Understands basic goals	Aligns team objectives	Develops department plans	Influences org strategy	Pioneers industry changes
Emotional Intelligence	Recognizes own emotions	Manages own emotions	Empathizes with others	Guides others	Creates EI culture
Communication	Basic information sharing	Clear expression of ideas	Persuasive communication	Inspires through communication	Transforms org through vision
Decision Making	Makes simple decisions	Analyzes options	Makes complex decisions	Strategic decision-making	Innovative decision frameworks

## AI Integration Points

1. Automated competency assessments
2. Personalized development recommendations
3. Real-time progress tracking
4. Predictive analytics for leadership potential

## Reporting and Visualization

1. Individual competency spider charts
2. Organizational heat maps of leadership competencies
3. Predictive leadership pipeline graphs

## Continuous Improvement Process

1. Quarterly AI model retraining
2. Annual competency framework review
3. Ongoing collection of user feedback
4. Regular industry benchmarking