

HBA Leadership Capabilities

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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