

2020/2021 Individual Performance Scorecard Executive Director: Michael John Webster 1 July 2021 - 30 June 2022					CORE MANAGEMENT COMPETENCIES ANNEXURE B			
Core Competency Requirements	Core Managerial Competencies	Competency Definitions	Weighting	Quarter 1 30 Sep 2021	Quarter 2 31 Dec 2021	Quarter 3 31 Mar 2022	Quarter 4 30 Jun 2022	Rating Panel
	Strategic Development and Leadership	Provide and direct vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate	30%					
	Governance Leadership	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative relationships	20%					
	Planning and Organising	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and built efficient contingency plans to manage risk.	10%					
	Analysis and Innovation	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	10%					
	Knowledge and Information Management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government.	10%					
	Results and Quality Focus	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified outcomes.	20%					

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Date: 2022.03.14 21:15:40 +02'00'

Executive Director

Michael John Webster

Date

City Manager

Lungelo Mbandazayo

Date