



CLIMB: A Competency-Based Leadership Development Framework

CLIMB: Seawind Consulting's Signature Leadership Model

At Seawind Consulting, we believe leadership is not a title, but a practice cultivated through continuous growth. CLIMB—*Competency-based Leadership in Motion and Business*—is our flagship leadership development model, designed to align individual development with evolving business needs. Developed by a seasoned learning and development leader, CLIMB offers a scalable, competency-driven approach that supports professionals at all levels in building meaningful careers and driving organizational success.

CLIMB Competency Framework

CLIMB is organized into three distinct levels that reflect the progression of leadership responsibilities: Core, Supervisory, and Organizational Impact. Each level is built upon targeted competencies that articulate the behaviors and capabilities expected at each stage of leadership development.

Core Competencies

- ◆ **Client Engagement and Experience**

Builds trust and credibility with clients, anticipates needs, manages expectations, and fosters long-term relationships.

- ◆ **Communicating for Results**

Communicates clearly and consistently, listens actively, and encourages diverse perspectives.

- ◆ **Productivity and Execution**

Sets clear goals, manages time efficiently, adapts to obstacles, and leverages tools and resources to drive outcomes.

- ◆ **Team Collaboration**

Supports collective success, values collaboration, builds rapport, and shares knowledge to strengthen the team.

Supervisory Competency

- ◆ **Talent Performance and Accountability**

Leads with clarity by setting expectations, delivering performance-focused coaching, and fostering a culture of continuous feedback, development, and recognition.

Organizational Impact Competencies

- ◆ **Strategic Growth and Partnerships**

Identifies market opportunities, aligns client needs with organizational capabilities, and develops strategic relationships.

- ◆ **Leading with Integrity and Purpose**

Establishes vision, mobilizes teams, leads through complexity, and inspires confidence, innovation, and resilience.

Program Components

CLIMB includes a comprehensive suite of development experiences designed to bring competencies to life and reinforce learning through application and reflection. These include:

- ◆ Competency-based curriculum
- ◆ Lunch and Learn sessions
- ◆ Executive-led workshops
- ◆ Strategic project assignments
- ◆ Individual and group coaching sessions
- ◆ Specialized career development guidance

Specialized Programs

◆ **Professional Credential Support**

Customized tools, resources, and coaching for professionals pursuing industry-recognized certifications.

◆ **Leadership Advancement Track**

A nomination-based development pathway offering targeted coaching, real-time feedback, and increased visibility with senior leadership.

◆ **360 Feedback for Growth**

An anonymous feedback system promoting a culture of learning, transparency, and shared accountability.

◆ **Mentorship Program**

Structured mentoring relationships to connect mid-level professionals with senior leaders to foster cross-generational learning and development.

◆ **Leadership Reads**

A quarterly book club curated by leadership, promoting discussion and reflection on topics aligned with the company's values and strategic priorities.

◆ **Women's Advancement Network**

A company-sponsored initiative focused on supporting the growth and visibility of women leaders through targeted mentoring, peer support groups, leadership development opportunities, and executive sponsorship.

Conclusion

CLIMB is more than a framework. It is a strategic approach to developing leadership that grows with the organization. By aligning core, supervisory, and organizational impact competencies with targeted learning experiences, CLIMB equips leaders to navigate evolving business needs while advancing their development. Whether individuals are just beginning their leadership journey or driving enterprise-level strategy, CLIMB offers the structure, support, and direction to help them lead with confidence and purpose.

To create a similar model and implement it in your organization, contact [Eugenia Lunden, SHRM-SCP](mailto:EugeniaLunden@SHRM-SCP.com), at Eugenia@lundenintl.com