

The bar for leadership has been elevated.

The capabilities that separate capable leaders from exceptional ones are shifting. Our Plus Leadership Capability Framework maps the 16 that define leaders ready for what comes next.

WHY THESE CAPABILITIES MATTER

The organizations that thrive through uncertainty are the ones building leaders who can hold people capable, lead through change, and stay grounded when the path isn't clear.

This framework covers what that looks like, so HR and talent leaders share a language for the capability they're building, and a clear lens for where to develop it next.

ABOUT BRIGHT WIRE

Where **A Players** find their Plus.

Bright Wire Leadership is a professional coaching and leadership development firm trusted by organizations across North America and Europe to build strong leaders and high-performance cultures. This framework is the foundation of how we develop leadership capability.

WHAT THIS FRAMEWORK GIVES YOUR TEAM

- 01 A SHARED LANGUAGE**
One vocabulary for what great leadership looks like, across leaders, coaches, and executives.
- 02 A DEVELOPMENT LENS**
See where your leadership bench is strong, and where the gaps will cost you most.
- 03 A FUTURE FOCUS**
Build for the leadership your organization will need, not just the one it has today.
- 04 A STARTING POINT**
Ask the question that matters: which capability matters most for where we're headed?

The Plus Leadership Capability Framework

Each capability is a building block of leadership that strengthens teams and organizations.

Courageous	Coach-Like	Disciplined for Results	Relational
Authenticity Is genuine with self and others.	Future Orientation Easily applies learnings from the past in a future-focused context.	Future Orientation Agile, resilient and thrives during uncertainty.	Inspirational Leadership Captures the minds and hearts of others to achieve more than they imagined was possible.
Creativity & Innovation Actively seeks out possibilities that don't currently exist.	Curiosity Leads with a learning vs. a judging mindset.	Curiosity Sets high standards and inspires others to strive for excellence.	Curiosity Creates the environment for people to embrace change and grow.
Candor Delivers input with honesty and respect.	Holding People Capable Believes in other's abilities and holds them accountable.	Holding People Capable Able to quickly shift between being laser-focused and seeing the bigger picture.	Advocacy Promotes others' talents and visibly supports their growth and development.
Humility Holds self in high regard and is content without praise or being the center of attention	Presence Remains focused, observant, empathetic, and responsive in interactions.	Presence Conveys clarity or original thinking to complex challenges.	Inclusive Leadership Creates the environment where people can be themselves, contribute their best and learn together.