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Core business

- PHASE 1 **Skill development**
- PHASE 2 **Evaluation**
- PHASE 2 **Information management**
- PHASE 2 **Expertise and methods**

Personal and relational qualities

- PHASE 2 **Communication**
- PHASE 2 **Collaboration**
- PHASE 2 **Analysis, synthesis and critical thinking**
- PHASE 2 **Open-mindedness and creativity**
- PHASE 1 **Commitment**
- PHASE 2 **Integrity**
- PHASE 2 **Balance**
- PHASE 3 **Listening and empathy**

Business management and value creation

- PHASE 1 **Project management**
- PHASE 1 **Managing change**
- PHASE 1 **Managing risks**
- PHASE 1 **Decision-making**
- PHASE 1 **People management**
- PHASE 1 **Producing results**

Strategy and Leadership

- PHASE 1 **Strategy**