

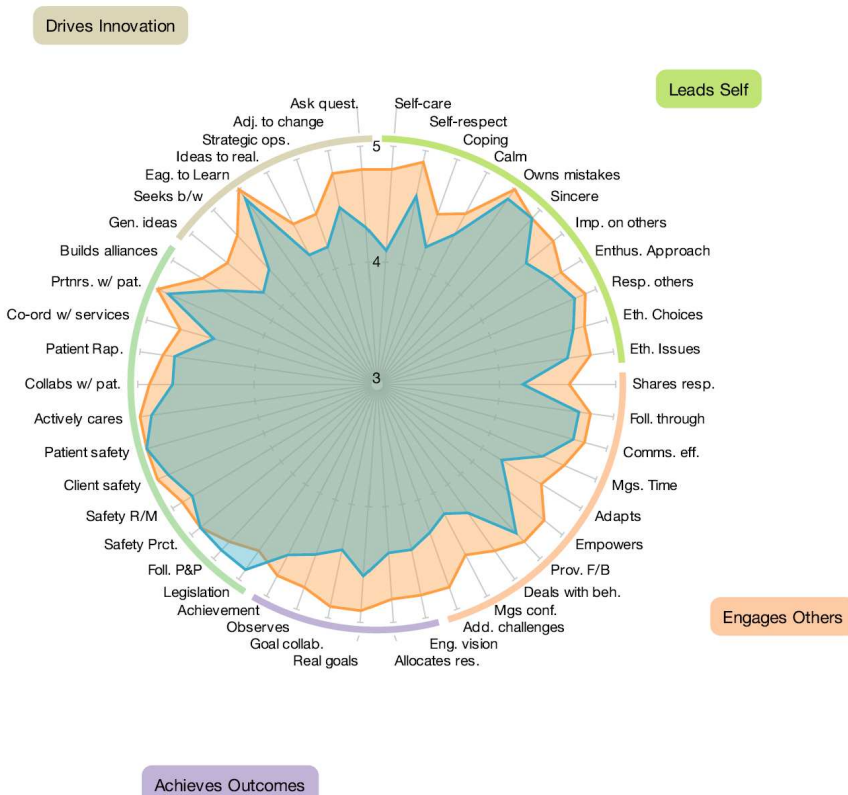
# HILCA 360°

growing health leaders

## HOW DO YOUR HEALTH LEADERS MEASURE UP?

### LEAD THE INDUSTRY IN CULTURE, ENGAGEMENT AND CARE STANDARDS THROUGH;

- INDEPENDENT ASSESSMENT OF LEADERSHIP CAPABILITY
- ACCESS TO INDUSTRY BENCHMARKING DATABASE
- INCREASED ROI IN LEADERSHIP DEVELOPMENT
- PROFESSIONAL DEVELOPMENT FOR PARTICIPANTS



Leadership Assessment Tool correlated to the Health LEADS Australia Leadership Framework identifies the biggest gaps at all levels of leadership



Opportunity to **transform individual leadership** and performance by understanding current views, beliefs and behaviours and exploring alternate views



Demonstrate ability to meet National Safety and Quality Health Service Standards targeted at patient focussed care



Completely available online or in other formats to best suit your organisation's needs



Informed by globally recognized leadership and performance studies and correlated to the world's best safety and leadership competency frameworks



## A valid and reliable independent assessment of leadership capability

Hospital and health care leaders have continuously been challenged by the need for excellence in both clinical and operational pursuits.

Leaders who perform higher in their HILCA 360 have a more positive impact on staff engagement.

Combine with **HISCA** to achieve the full picture of leadership impact and staff capability, engagement & culture.



## HILCA 360 analyses leadership capability within 6 key areas;



### **NATIONAL SAFETY & QUALITY HEALTH SERVICE (NSQHS) STANDARDS**

This section focuses on the behaviours expected by the health leader that supports positive patient-centred quality care, and organisation outcomes.



### **LEADS SELF**

Relationship with, understanding of, and care for self, including strength of character, own self awareness and capacity to grow and develop self.



### **ENGAGES OTHERS**

Ability to relate to, communicate and work effectively with others. Inspires and enables others, communicates with honesty and respect.



### **ACHIEVES OUTCOMES**

Ability to articulate and promote the goals, spirit, purpose and strategic direction to influence the quality of care and sustainability of the system.



### **DRIVES INNOVATION**

Ability to champion the need for improvement, advocate for better outcomes and positively contribute to the spread of innovation.



### **SHAPES SYSTEMS**


Facilitate strategies that achieve maximum benefits, using knowledge of trends and patterns within the interconnected health system

# WHY CHOOSE HILCA 360

HILCA 360 uses data to **create insights** to drive organisational clarity, focus, investment, change and performance.

It shines a spotlight on the **most significant gaps** for the individual and organisational leadership capability by understanding the **current and desired performance**.

- ☑ **Assessment:** HILCA 360 provides feedback via 'Description of Self' and 'Description by Others' and takes 10-15 mins to complete.
- ☑ **Insights:** Detailed reporting provided for participants and optional **aggregate data** for teams & organisations. Access to layers of **industry data** including **performance of leaders at all levels**, demographic data and trend information.
- ☑ **Debrief:** Receive face-to-face in depth results and debrief from an experienced accredited practitioner.
- ☑ **Development:** Extensive 200 page interactive self development workbook, custom created for the health industry to aid in transformation.
- ☑ **Recommendations:** **Improve ROI** by knowing exactly where to focus leadership investment and **'close the gaps.'**



Successful and effective leadership in the health industry requires passion, commitment and the capability to deliver quality outcomes, together and as individuals.

Growing and developing capable leaders will build on the ability on the health industry to deliver high quality and sustainable person-centred care.

The health **industry** is experiencing significant changes to enable providers to meet the **new NSQHS standards**, and create a brand linked to **high patient care** and sustainable business models.

An integral part of this journey is the **capability of health leaders** at all levels to **create and sustain** a culture that supports the achievement of the new standards, engage with others to influence better health outcomes and more.

HILCA 360 is an assessment tool **specifically designed** for leaders in this industry to help understand where their biggest risks and opportunities lie.

