

Build Exceptional Leaders, Meet Aged Care Standards.

Care Leads Assessment is designed specifically for all **care and disability sector leaders** and managers from front line to executive and in corporate roles.

Why use Care Leads?

Care Leads highlights each leaders strengths and areas for improvement, helping organisations use data to improve performance, culture, and care outcomes by focusing on the most important gaps.

- ✓ Gather and act on staff feedback = **staff retention**
- ✓ Focus on the biggest opportunities = **return on investment**
- ✓ Improving leaders performance = **improving teams performance**
- ✓ Assess leader capability = **meet requirement of aged care quality or national disability practice standards**



What does it measure?

- Self-feedback
- Feedback from line manager, peers and direct reports
- Perception of leadership qualities and behaviours
- Impact of leadership including psychological safety

Participants are rated on five key areas that matter most for great leadership in care which are; **Leading Self, Leading Others, Leading Business, Leading Purpose, Leading Change.**

The feedback also looks at how well they meet industry standards and how they support a safe, positive environment for everyone. Altogether, this gives a well-rounded picture of their leadership.



What do participants receive?

- Full survey administration and support.
- Individual confidential feedback report.
- Confidential and supportive debrief session with an accredited coach.
- Detailed interactive Self Development Guide resource to continue on their own leadership journey.

What do organisations receive?

Organisations benefit from the Aggregate Report, which combines feedback from at least five leaders to highlight key risk areas and guide leadership development. Opportunity to benchmark leaders against more than 1,200 care leaders across Australia and remeasure in order to capture return on investment.



How it works

The survey has **88 questions** (96 for Care Leads Executives), takes about **10 minutes to complete**, is done entirely online and is completely confidential and anonymous.

Each project runs for 6 weeks, covering everything from setup and nominations to running the survey, sharing the results, debriefing and action planning.

Organisations are fully supported by an accredited practitioner of their choice or can accredit their own people.

