

Develop Outstanding Leadership Across Your Health Service.

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

Why use Health Leads?

Health Leads highlights each leaders strengths and areas for improvement, helping organisations use data to improve performance, culture, and health 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 quality standards and international LEADS framework**



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 health which are; **Leads Self, Engages Others, Achieves Outcomes, Drives Innovation and Shapes Systems.**

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 health leaders and measure return on investment.



How it works

The survey has 88 questions (91 for Health 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.