

PRECISION LEADER DEVELOPMENT™

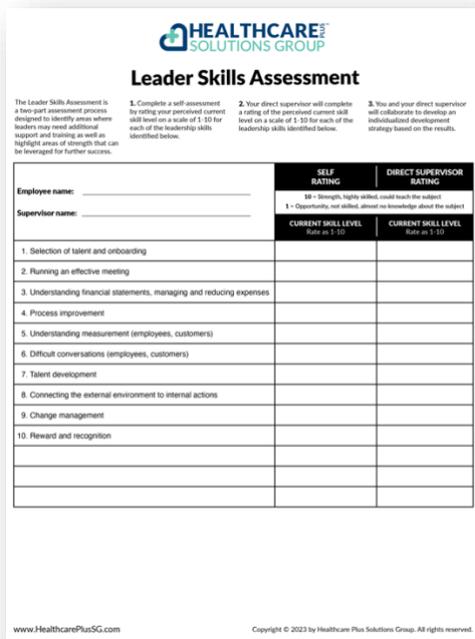
PRECISION LEADER DEVELOPMENT™ (PLD) is a personalized approach that adapts skill building and career development based on a person's experience, work setting, learning style, and natural talents. The goal of PLD is to provide the right development plan at the right time to help a leader be successful.

Due to changes in healthcare and the number of new people... leadership skill building is needed more than ever before. To increase retention, invest in skill development.

LEADERSHIP ASSESSMENT

People tend to stay with a company when they are invested in through skill building and career development. With talent development, it is important to know how a person best learns, the personality, behavior, and problem-solving ability. The assessment process considers the individual's potential, the skills needed in their role, and experience to create a personalized development plan that maximizes their potential.

Leadership Assessment	
Leadership Skills Assessment	Learning Style
Personality and Behavior Assessment	Problem Solving Ability



HEALTHCARE PLUS SOLUTIONS GROUP
Leader Skills Assessment

The Leader Skills Assessment is a two-part assessment process designed to identify areas where leaders may need additional support and training as well as highlight areas of strength that can be leveraged for further success.

1. Complete a self-assessment by rating your perceived current skill level on a scale of 1-10 for each of the leadership skills identified below.

2. Your direct supervisor will complete a rating of the perceived current skill level on a scale of 1-10 for each of the leadership skills identified below.

3. You and your direct supervisor will collaborate to develop an individualized development strategy based on the results.

Employee name: _____ Supervisor name: _____	SELF-RATING	DIRECT SUPERVISOR RATING
	8= Strong, highly skilled, could teach the subject 1 = Opportunity, not skilled, almost no knowledge about the subject	
	CURRENT SKILL LEVEL (Rate on 1-10)	CURRENT SKILL LEVEL (Rate on 1-10)
1. Selection of talent and onboarding		
2. Running an effective meeting		
3. Understanding financial statements, managing and reducing expenses		
4. Process improvement		
5. Understanding measurement (employees, customers)		
6. Difficult conversations (employees, customers)		
7. Talent development		
8. Connecting the external environment to internal actions		
9. Change management		
10. Reward and recognition		

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LEADER SKILLS ASSESSMENT

Each leader has a set of strengths and opportunities to enhance their skill set. This tool enables an individual to rate themselves on essential leadership skills using a scale of 1 to 10. These skills may include recruitment to understanding change management. The 1-up also rates the individual's skill set. Through collaboration with the leader and 1-up, a development strategy can be formulated. In addition, the development plan can take into account the following:

Awareness of learning styles acknowledges the most effective and efficient methods for transferring new skills or knowledge. Based on the learning style, the resources would be aligned for optimal results.



Personality and Behavior Assessment - Recognizing and understanding one's thoughts, feelings, and behaviors is a crucial skill. Through **self-reflection**, individuals can learn how to make more informed decisions and foster meaningful relationships.

Readiness for Problem Solving - A person's preparedness to engage in a process of identifying, analyzing, and resolving problems. **Problem solving** allows individuals to effectively approach and address challenges.

THE OSAR™ APPROACH

An OSAR™ is a tool in the PLD approach that helps leaders develop the skills necessary to execute their outcomes. The approach involves narrowing the focus, establishing clarity and prioritization of key actions, and identifying the resources needed to achieve desired outcomes. The outcomes, skills, actions and resources are all considered to create an individualized development plan. Leaders and their 1-ups meet monthly or on a 90-day cadence to review and update.

Outcomes: What measurable outcomes (goals/KPIs) does the individual need to achieve to meet their goal(s). Think **SMART** Goals - **S**pecific, **M**easurable, **A**chievable, **R**elevant and **T**ime-Bound.

Skills: What skill(s) need to be mastered to achieve the outcomes.

Actions: What actions will you take to build skills and achieve the outcomes.

Resources: What resources will the individual utilize to achieve the outcomes.

QUESTIONS? PLEASE REACH OUT TO:

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Here is an example of a strong **OSAR™** :

OSAR™			
Name:		Date:	
OUTCOME	SKILL(S)	ACTIONS	RESOURCES
What is the measurable outcome you want to achieve?	What skill(s) do you want to master?	What actions will you take to achieve this outcome?	What resources will be used to build these skills?
Reduce 90-day turnover from 31% to 20% by Quarter 3.	Selection and early onboarding.	Adjust selection to new, more relevant questions.	New selection questions: <ul style="list-style-type: none"> - What are you looking for in your supervisor and coworkers? - What can your coworkers and I count on from you?
		Start onboarding process the minute the job is accepted.	
		Get to know the new employee better by discovering their interests, family background, and how they like to spend their free time. This helps you learn their keys to feeling "This is the place for me."	Read <i>The Calling</i> and connect to each person's sense of place. Read <i>Rewiring Excellence</i> -Chapter 3; Rewiring the Selection and Onboarding Processes.
		Conduct weekly stay conversations.	Read article about stay Interviews.
		Celebrate employee's first 30, 60, and 90 days.	