

2016-2017



COACHING ROADMAPS™ COMPATIBILITY ASSESSMENT

DISCOVERY QUESTIONNAIRE & PLANNER

RETURN TO: JJILOTY@HEALTHCAREPS.COM

HEALTHCARE PERFORMANCE SOLUTIONS

200 LONGHORN RD., BOZEMAN, MT 59715

PURPOSE

Ready to create a culture of coaching and feedback within your organization? Let us help you. Complete this short questionnaire designed to take inventory with what tools your organization may integrate into the Coaching Roadmaps platform to customize individual coaching plans for your organization.

COMPANY INFORMATION

ORGANIZATION NAME

What is the name of your hospital or health system?

ORGANIZATION SIZE

How many people are employed by your organization?

LEADERSHIP SIZE

How many people hold a position of leadership within your organization? (For purposes of this questionnaire, a leader is considered manager level and above with an assigned budget and direct reports within their span of responsibility).

POINT OF CONTACTS

Please indicate the senior executive who oversees the talent management and/or leadership development programs:

Please indicate the leader who will be the champion / point of contact for day-to-day operations using Coaching Roadmaps™:

ORGANIZATIONAL READINESS FACTORS

PERFORMANCE EVALUATIONS

Briefly describe your formal performance evaluation program and the frequency of delivering formal evaluations:

COMPENSATION DECISIONS

Are compensation conversations conducted at all during the delivery of the performance evaluations? Yes or no?

OBJECTIVITY

Are leaders at every level consistently providing fair and objective feedback that accurately reflects the performance period being evaluated?

COACHING FREQUENCY

Are leaders using a consistent process of determining when and how often to have coaching conversations? Explain.

CURRENT PERFORMANCE MEASUREMENT TOOLS

PERFORMANCE MEASUREMENTS

List the performance measurement systems currently being used by your organization to evaluate leadership effectiveness:

LEADERSHIP PERFORMANCE DATA

Does your organization currently use structured multi-rater assessments to measure leadership performance? This is sometimes called a Top-Down assessment. If so, please indicate which survey system is being used and briefly describe the measurement scale. (If you are already using our survey platforms, confirm here. Also, Healthcare Performance Solutions and Success Profiles, Inc. works with many survey providers and is familiar with most systems.)

BEHAVIORAL PROFILES

Is there a behavioral profile collected for each member of leadership within your organization? If so, which behavioral profile is in use? (If more than one exists on file, indicate as such even if the previous profile system is no longer the standard in use.)

Thank you for taking the time to complete this brief questionnaire. Your responses will help us begin the process. Please send a copy of this assessment via email to: JJiloty@HealthcarePS.com.

Next, you will be contacted by an Advisor from Healthcare Performance Solutions to schedule a review of our assessment outlining areas where your organization may integrate performance measurements to support your individual coaching plan documents. You will receive a password protected web based landing page on our site for your leaders to generate on-demand leadership coaching plan documents.

If you have any questions or concerns, we can be reached directly at 406.582.8884.