

Performance Leadership Assessment

Background

This assessment is based on a Plan, Do, Measure, Learn cycle

The questions are based on the key ingredients to ensure your organization is enabled to deliver good performance

A number of research models on effective performance leadership have been used for compiling this assessment

Completing the assessment

The leader and team members should complete the assessment individually or as a team, with active debate

Enter the individual or team name in cell C2, then complete the assessment in order, **only scoring in column C**

Rate each statement according to the scoring below

Scoring

- 1 Strongly disagree
- 2 Somewhat disagree
- 3 Neutral
- 4 Somewhat agree
- 5 Strongly agree

Add comments in sheet 3 (one per line) as required, starting on line A5.

Review and Action

To print each assessment, print the Assessment sheet (3 pages) and the Comments sheet (1 page)

Compile an average score for the team

Compile all comments and determine common themes/issues

Develop an **action plan** to address any areas that require attention to improve the overall performance culture

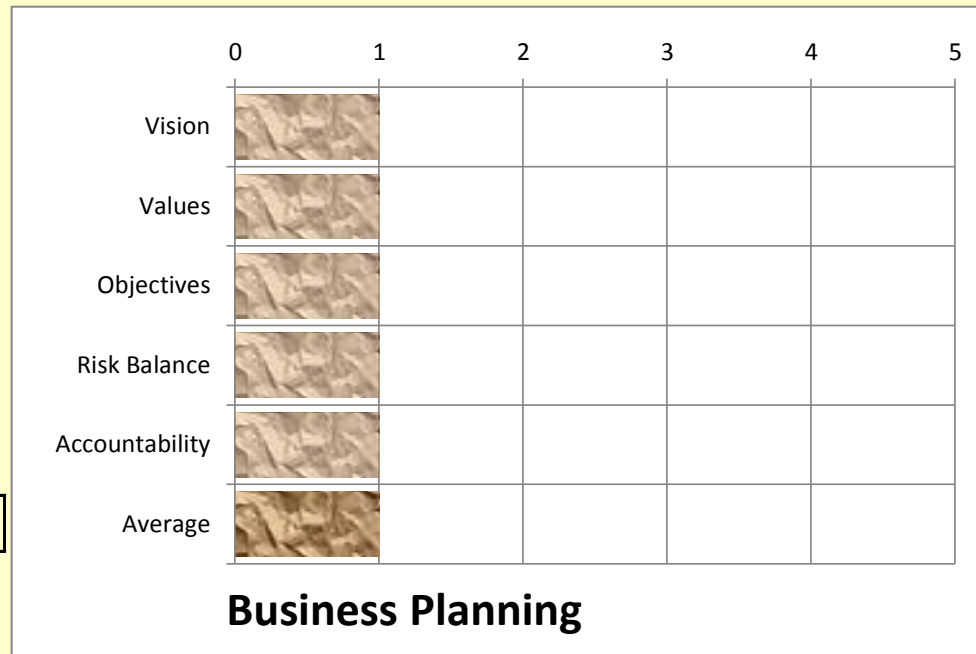
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Performance Leadership Assessment

Assessor: Your Name

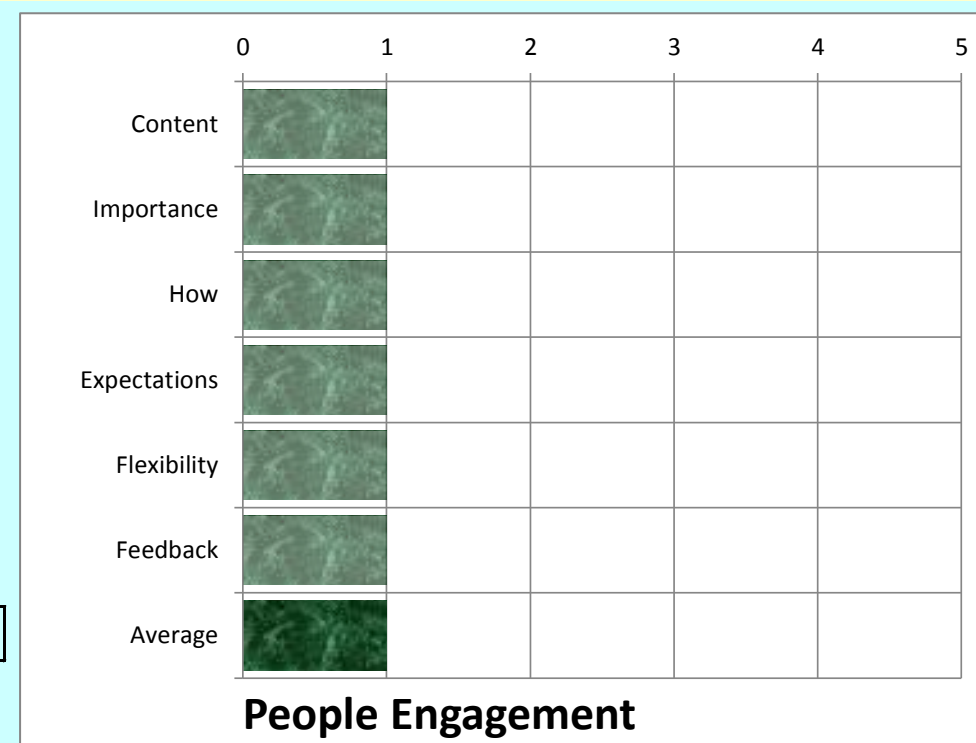
Section 1 Business Planning

		Score (0-5)
Vision	We have a clearly stated and visible Vision that sets the direction for the organization	1
Values	We share clearly stated and visible Values that guide the organization in how it operates	1
Objectives	We have defined and visible SMART objectives that determines what we will do	1
Risk Balance	We have a good balance of attainable and stretch objectives	1
Accountability	People are assigned to be accountable for the objectives	1
Average		1.0



Section 2 People Engagement

		Score (0-5)
Content	People are engaged in assessing what needs to be done	1
Importance	The relative importance of tasks or projects are clear to people	1
How	People know how to do their work	1
Expectations	Expectations of how to do things and to what standard are clear to people	1
Flexibility	Leadership style is adjusted and appropriate for individual needs	1
Feedback	We practice a just and fair process for recognising good performance and dealing with poor performance	1
Average		1.0



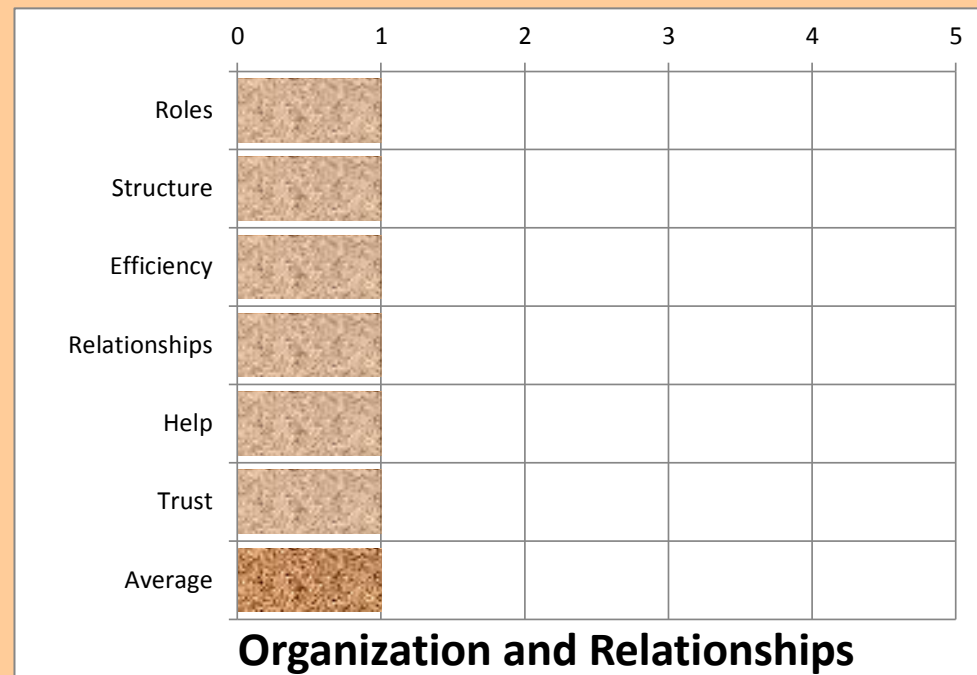
Performance Leadership Assessment

Assessor: Your Name

Section 3 Organization and Relationships

Roles	The roles in the team are effective for the work we do	1
Structure	The structure of the organization is effective	1
Efficiency	The processes that we use are smooth and work well	1
Relationships	Good working relationships are considered important and are managed well	1
Help	People actively help each other to achieve their goals	1
Trust	There is a trusting working environment	1

Average		1.0
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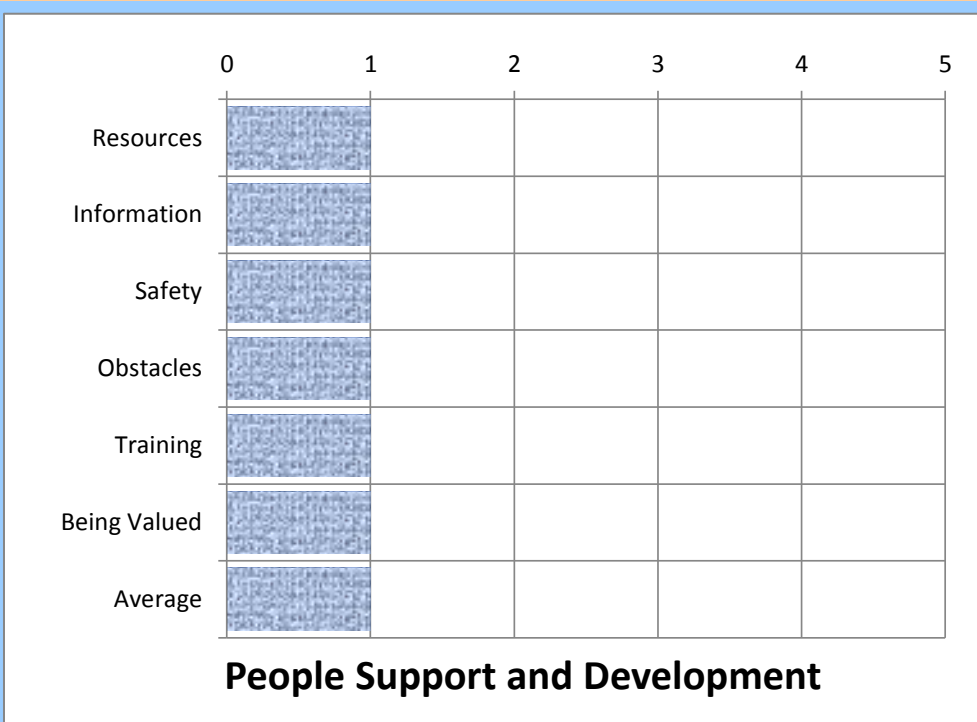


Section 4 People Support and Development

Score (0-5)

Resources	All necessary resources are available to do the work effectively	1
Information	All the necessary information about the work is available	1
Safety	Leaders demonstrate that the safety of people is of paramount importance	1
Obstacles	People can openly identify obstacles/problems and seek help in finding solutions	1
Training	People's training and development needs are openly discussed and followed through on.	1
Being Valued	People are treated as valued employees, where short and long term needs are met.	1

Average		1.0
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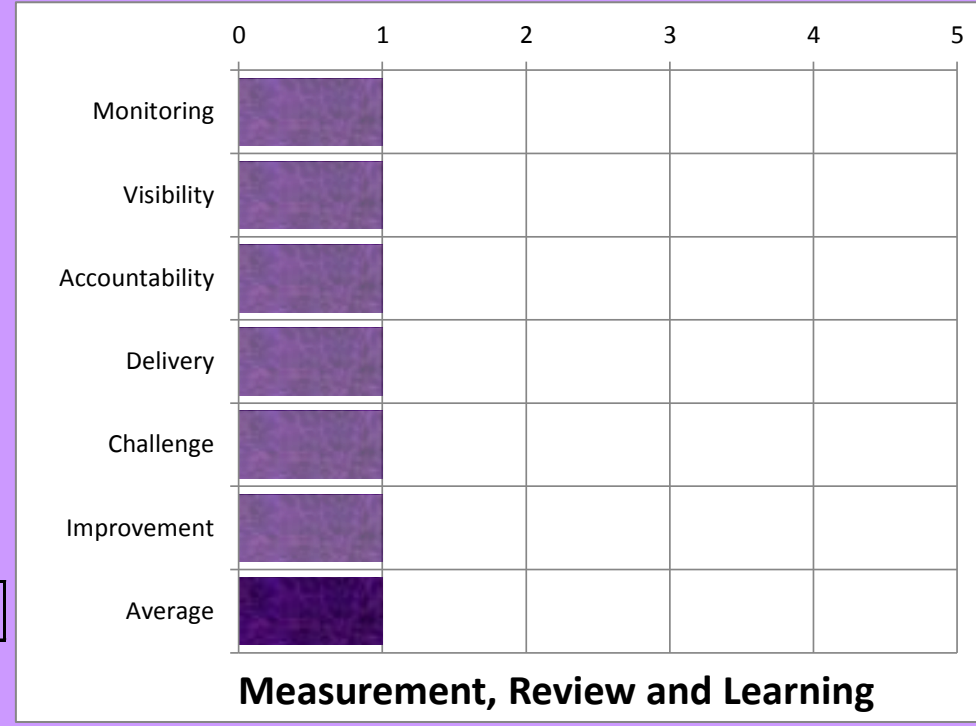


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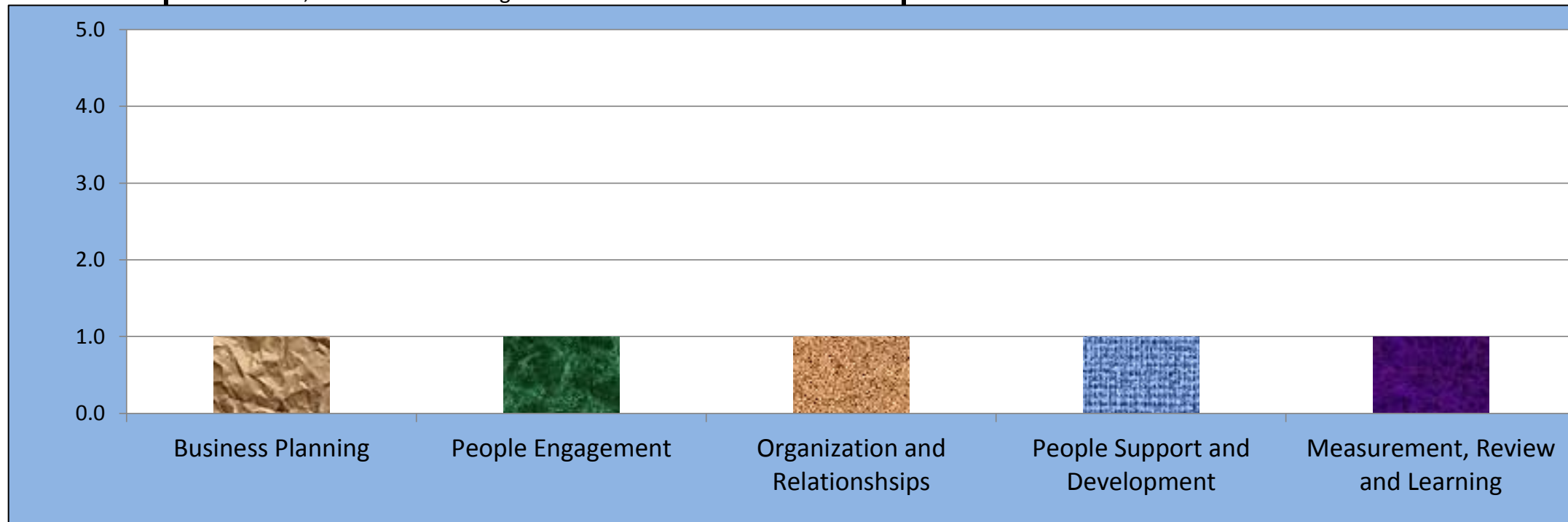
Assessor: Your Name

Section 5 Measurement, Review and Learning

		Score (0-5)
Monitoring	There is a system in place to monitoring progress against set objectives	1
Visibility	The monitoring system is clear and visible to all of the organization (e.g. scorecard)	1
Accountability	It is clear to people who is accountable for the delivery and their progress is openly discussed	1
Delivery	We have a good track record of delivery , that fits well with the risk profile of our objectives	1
Challenge	People feel encouraged to aire their thoughts on delivery, challenge the norm and suggest new ways	1
Improvement	There is a good process to incorporate good improvement ideas into the business plan.	1
Average		1.0



Summary	Average Score
Business Planning	1.0
People Engagement	1.0
Organization and Relationships	1.0
People Support and Development	1.0
Measurement, Review and Learning	1.0



Performance Leadership Assessment

Assessor:

Your Name

Comments

Section 1 Business Planning

Section 2 People Engagement

Section 3 People Support and Development

Section 4 Measurement, Review and Learning