

ARE YOUR LEADERS READY

| Tool



Purpose: Assess if your leaders are ready to lead rapid change and transformation.

Get ready:

Set aside 15-20 minutes in your next team meeting:

- Conduct a quick 'live poll'
- Discuss with the team

Guide to complete:

Rate each question with your leadership team	Rating 1-5 (1 Low - 5 High)				
	1	2	3	4	5
Questions					
1. What % of the team's time is being spent on change? 1=0%, 5=70-100%					
2. Do you think your team is aligned on the changes needed for reform? <ul style="list-style-type: none"> ● Aligned on goals, objectives and measures ● Aligned on the work to be done 					
3. How well does the leadership team work together? <ul style="list-style-type: none"> ● Your leaders trust each other ● Your leaders regularly have open discussions ● Your leaders work well together, make good decisions and take rapid action (no silos) 					
4. How well do your leaders empower their teams to improve and change? <ul style="list-style-type: none"> ● Teams listen to care workers and consumers for insights/ideas from their 'lived experience' ● Teams understand the 'big picture' and work together to co-create changes to processes/rules ● Teams willingly put in the 'extra effort' to implement changes 					
5. How well do your leaders engage consumers, partners and other stakeholders? <ul style="list-style-type: none"> ● Consumers are often invited to actively participate in planning ● Your leaders have a clear plan for how to engage partners and community stakeholders ● Your leaders consistently engage and communicate with partners and community stakeholders 					
Add the total of rows 1-5 based on your rating scores Determine your overall score and action to take					

0-10

We expect you may experience quite a few challenges in taking rapid action, we would like to suggest our QuickStart offer.

11-20

We invite you to setup a debrief, there are areas where you may find some challenges. A conversation could be helpful to gather your thoughts and prepare for next steps.

21-30

While you have a higher rating, we imagine there are still a few areas you may want to explore further. Please feel free to review resources and tools on our website.