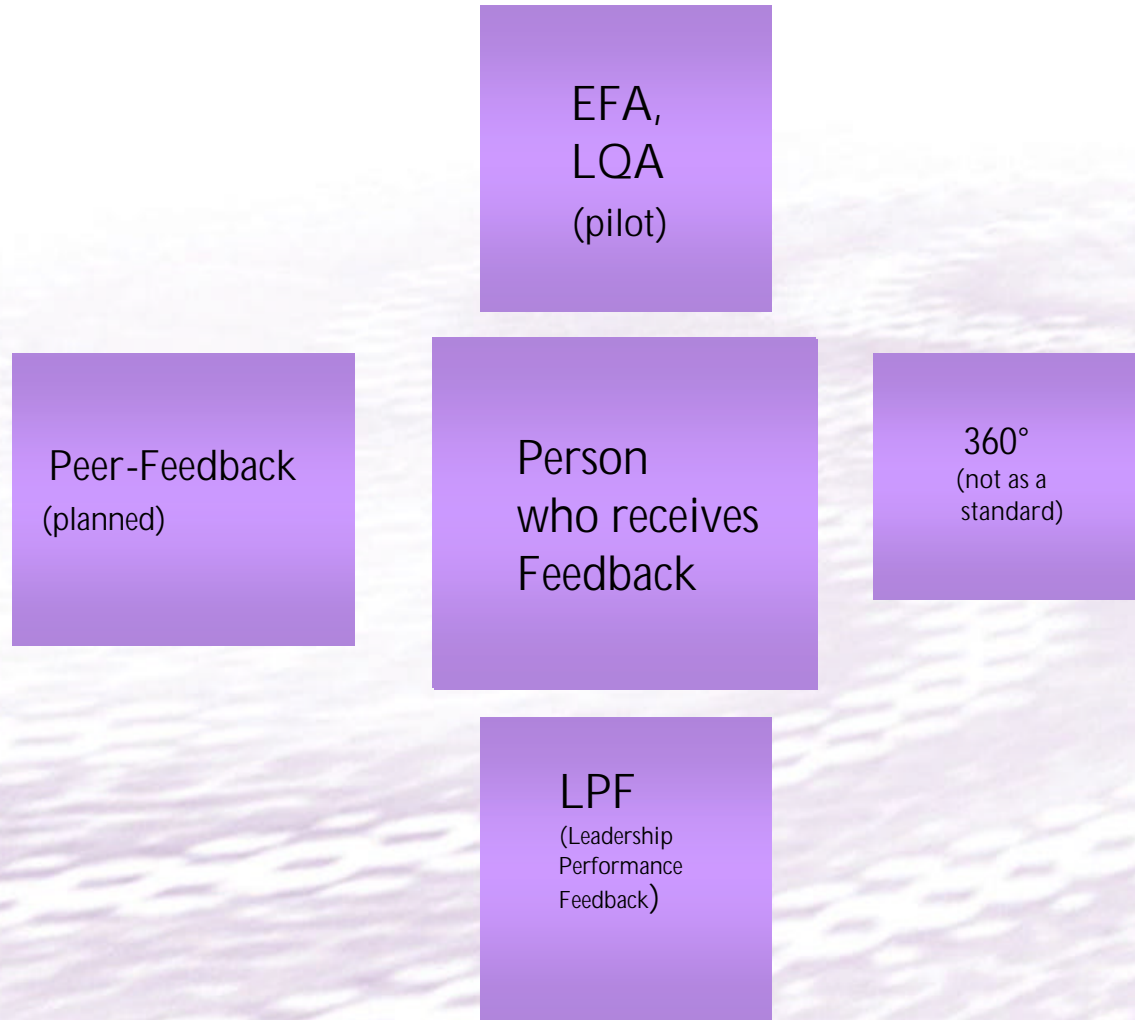


Leadership Quality Analysis @ BMG PHE RD

Managers assess Managers about results, capabilities and suitability

Definition: The LQA is planned as a part of the feedback-tools of BMG PHE RD



Leadership Quality Analysis @ BMG PHE RD

Managers assess Managers about results, capabilities and suitability

Goals:

- Evaluation of results, capabilities and suitability of managers/employees
- Preparation of managers/employees for EFA-Process
- Survey of the department's strenghts
- Definition of individual Action Plans to foster the individual development and to strengthen the department's performance

Target-group:

- Managers/employees until 2 levels below Head of BMG PHE RD

Content:

- Assessment about results, capabilities and suitability of managers/employees

Leadership Quality Analysis @ BMG PHE RD

Managers assess Managers about results, capabilities and suitability

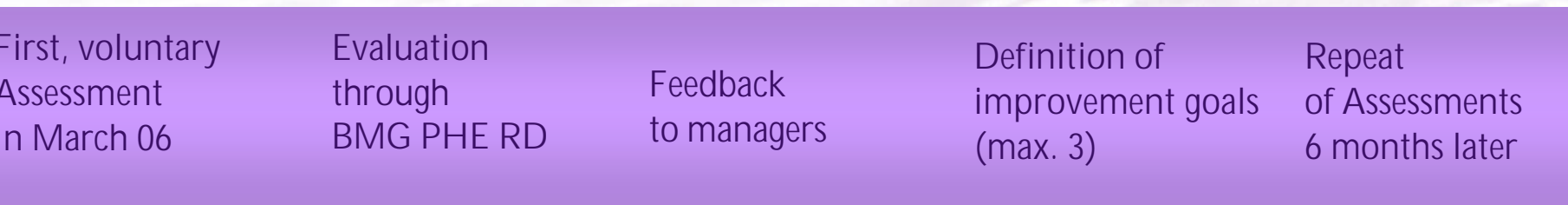
Output:

- Data on Job-Person-Fit
- Action plans for personal development together with personal HR consultant (e.g. Coaching, Qualification,...)

Concept:

- Yearly assessment (based on SLF – pending further notice)
- Managers assess their managers/employees

Pilot at BMG PHE RD – Process:



Leadership Quality Analysis @ BMG PHE RD

Managers assess Managers about results, capabilities and suitability

Leadership results are evaluated regarding the categories
financials, employees, customers and processes

The Leadership Quality Analysis (1/2) – Leadership Results

1	Leadership Results	2	Leadership Capabilities	3	Manager's Suitability	4	Actions to take
---	--------------------	---	-------------------------	---	-----------------------	---	-----------------

Please evaluate the manager in each of the 4 leadership results (for a detailed description click on the respective area).

Leadership Results

		Not Achieved		Achieved		Exceeded	Not Applicable
		1	2	3	4	5	
Financials							
Employees							
Customers							
Processes							

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 **Exit** 

Save and return later

 **Next** 

Continue to next screen







Managers assess Managers about results, capabilities and suitability


Leadership results are evaluated regarding the capabilities
Drive, Focus, Impact, Guide

The Leadership Quality Analysis (2/2) – Leadership Results

1	Leadership Results	2	Leadership Capabilities	3	Manager's Suitability	4	Concrete Measures
---	--------------------	---	-------------------------	---	-----------------------	---	-------------------

Please evaluate the manager in each of the 4 leadership capabilities (for a detailed description click on a respective area).

Leadership Capabilities		Needs Improvement		Meets Expectations		Exceeds Expectations	
		1	2	3	4	5	
Drive							
Focus							
Impact							
Guide							

 Back	 Exit	 Next
Review previous responses	Save and return later	Continue to next screen

Concrete measures are taken as consequence of the Leadership Results

1	Leadership Results	2	Leadership Capabilities	3	Manager's Suitability	4	Concrete Measures
---	--------------------	---	-------------------------	---	-----------------------	---	-------------------

1 2 3

4.1 Concrete Measures

(Also to be considered in the performance management review / EFA dialogue; multiple answers possible)
This section "Concrete Measures" is split into 3 screens. Please select all measures applicable or select "no action required" on the last screen 4.3

☒ **Development / Training: Directed toward which objectives?** (You may select a maximum of 3 objectives for training. These may be a combination of capabilities and results, or focusing on only capabilities or only results.)

Development / Training Impact Drive Financials

Capabilities and Results - please notice!

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Review previous responses

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Save and return later

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LEADERSHIP QUALITY ANALYSIS 2004

 Help Logout

1 Leadership Results 2 Leadership Capabilities 3 Manager's Suitability **4 Concrete Measures**

1 2 **3**

4.3 Concrete Measures

This section "Concrete Measures" is split into 3 screens. Please select all measures applicable or select "no action required" on the last screen 4.3

- ☐ **Project Management**
- ☐ **Retirement**
- ☐ **Dismissal / Ending of employment relationship**
- ☐ **Transfer Promotion**
 - ☐ Functional
 - ☐ Regional

Month  Year 

- ☐ **Other concrete proposal:**
- ☐ **No action required**

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Review previous responses

Exit

Save and return later

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Questions?

If you have any questions please do not hesitate to mail to

LeadershipQualityAnalysis@med.siemens.de

or to call Simone Steinruck
(+49 9131 - 846863)
and Alexandra Vogl
(+49 9131 - 843381)

Leadership Quality Analysis @ BMG PHE RD

Managers assess Managers about results, capabilities and suitability

The evaluation regarding the managers suitability is a main issue in the LQA

The Leadership Quality Analysis (2/2) – Manager's Suitability

1	Leadership Results	2	Leadership Capabilities	3	Manager's Suitability	4	Actions to take
---	--------------------	---	-------------------------	---	-----------------------	---	-----------------

Summarizing the manager's suitability for the current function (Please select only one category)

☒ Extremely well-suited for the current function; should continue to be supported and promoted.

☐ Well-suited for and should remain in the current function.

☐ Well-suited for the current function, should nevertheless be transferred, primarily

Please select ...



☐ Suited for the current function, but only under certain conditions and requires additional support.
(Please list necessary measures on the next screen "Actions to take")

☐ Not suited for the current function, but would be suited to the function:

☐ No evaluation possible; manager has been in function less than 6 months.

☐ No evaluation necessary; departure is planned effective:

Month



Year



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Review previous responses

Exit

Save and return later

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Continue to next screen