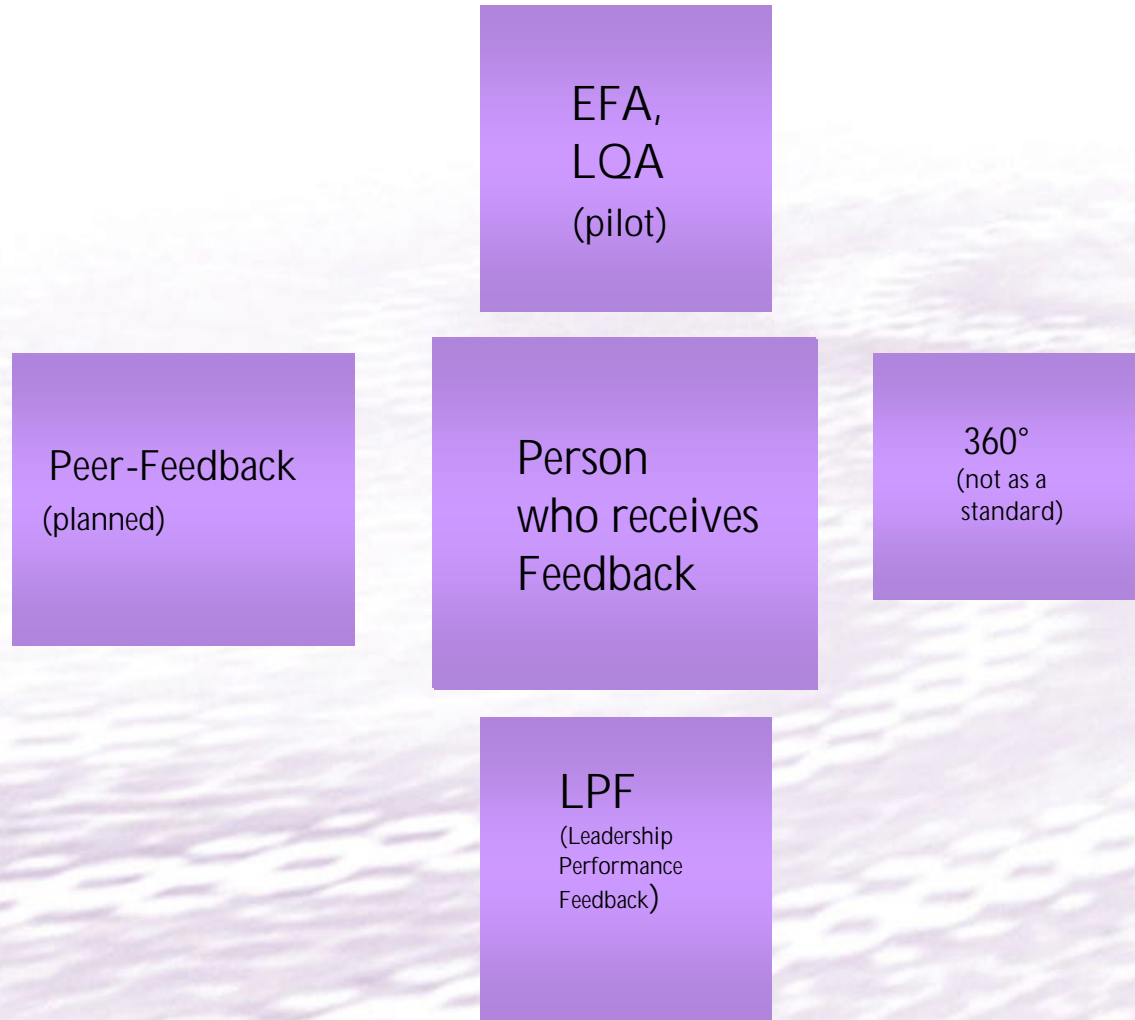


# Leadership Quality Analysis @ BMG PHE RD

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

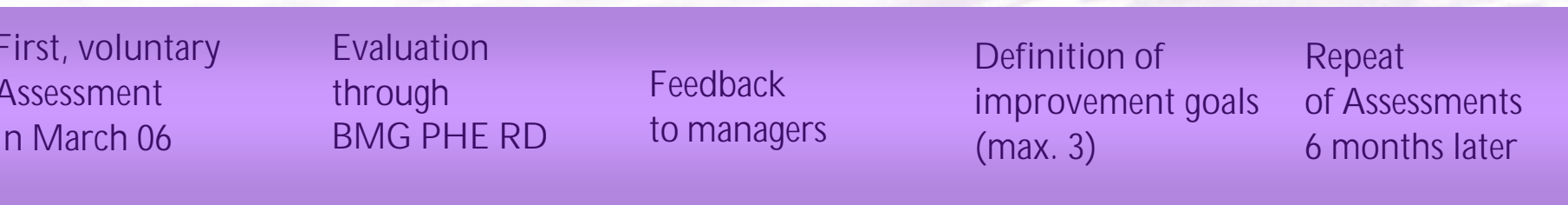
## Output:

- 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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Back to Start Page

 **Exit** 

Save and return later

 **Next** 

Continue to next screen



# 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
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## 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

[[ Next ]]

Continue to next screen