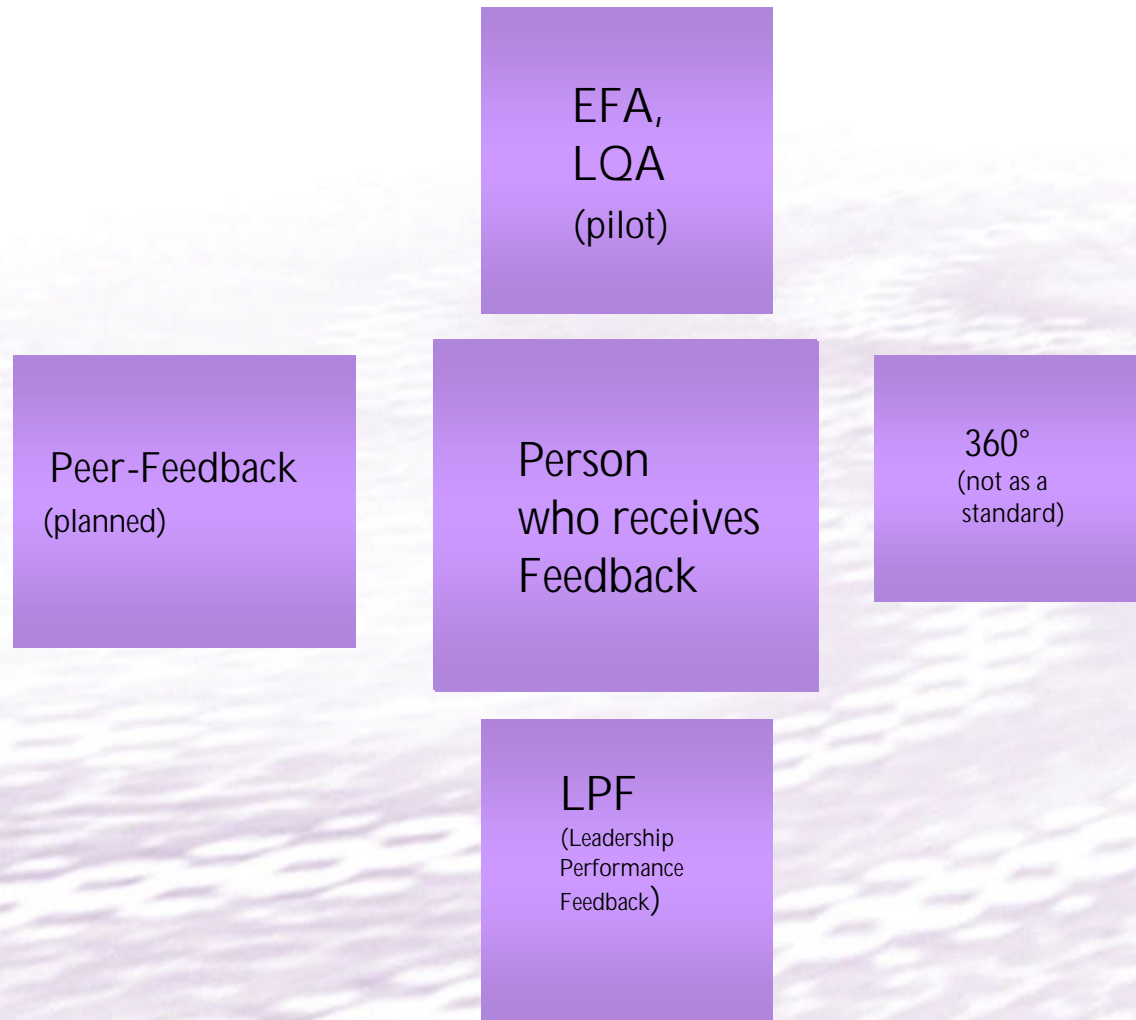


Leadership Quality Analysis @ BMG PHE RD

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 strengths
- 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

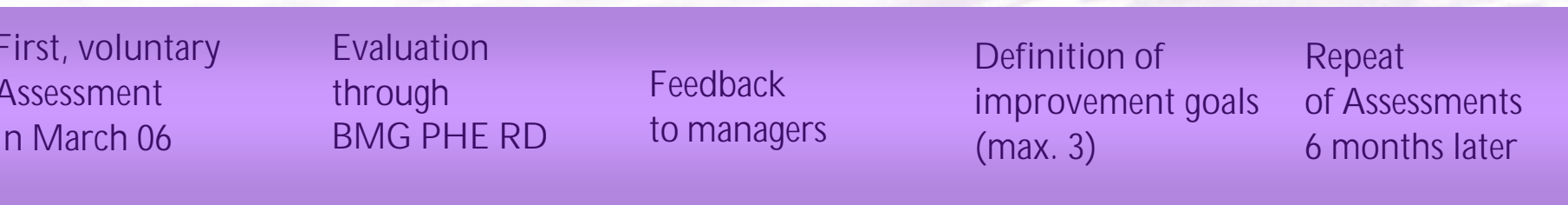
Output:

- 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	Save and return later	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

Next

Continue to next screen

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

Next

Continue to next screen