



# Aggregate Data Report

SAMPLE ORGANISATION

# HIGH LEVEL RESULTS SUMMARY

⚙️ Average of Desired

⚙️ Average of Current

Aged Care Standards

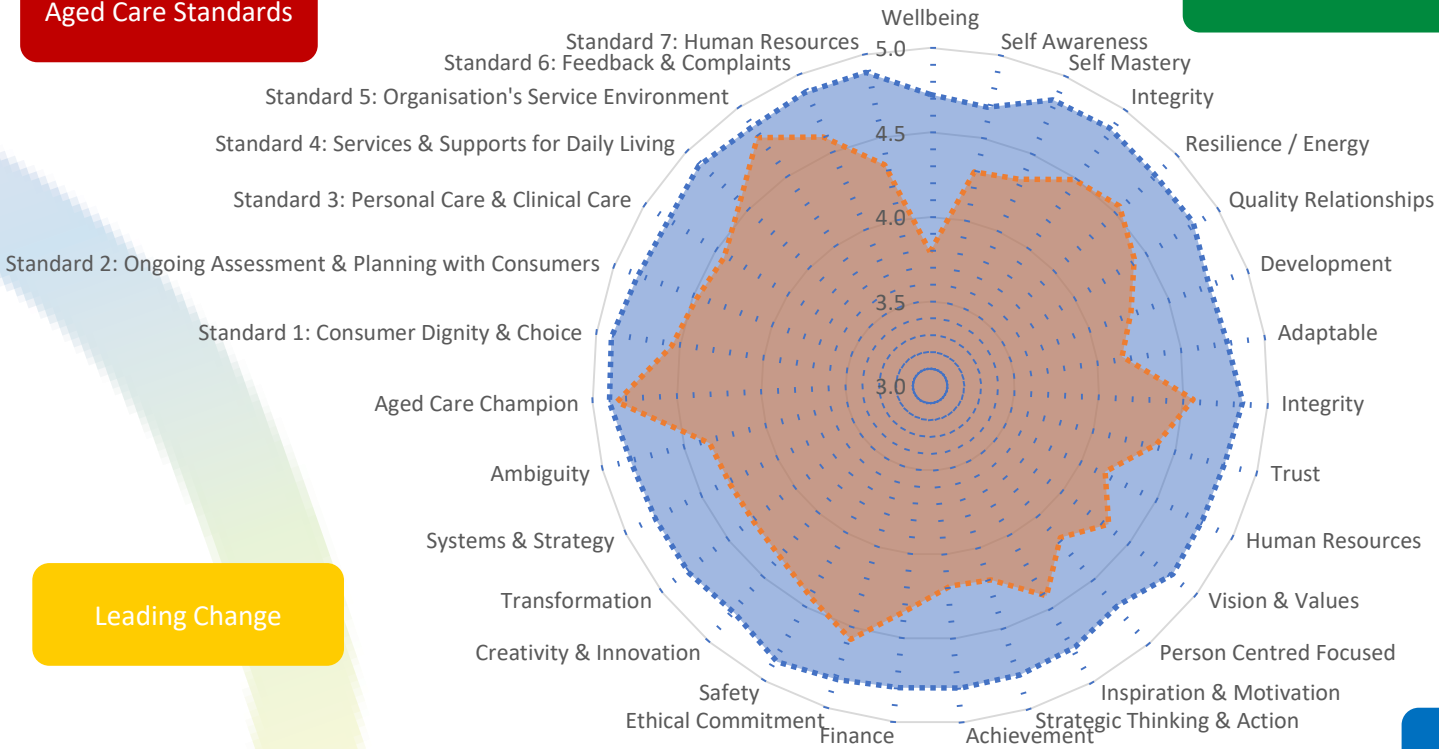
Leading Self

Leading Others

Leading Change

Leading Purpose

Leading Business



1	2	3	4	5	Rating Scale
Not at all	Rarely	Some of the time	Most of the time	All of the time	N = 7

# HIGH LEVEL OVERALL ANALYSIS

The results indicate that this group has the intention and passion to be high performing care industry leaders. This is reflected in a number of items across all the domains e.g. 'passionate about the organizational vision,' and 'values client safety.'

The opportunity for this group lies in the ability to transform the intention into impact. Specifically in the areas of making meaningful and sustainable changes through managing people and making changes to processes.

The lowest performing sub-domain for this group is around their own wellbeing which is common to leaders in the Care Industry. It will be important to develop the resilience and self-care capability to enable them to have a greater leadership impact.

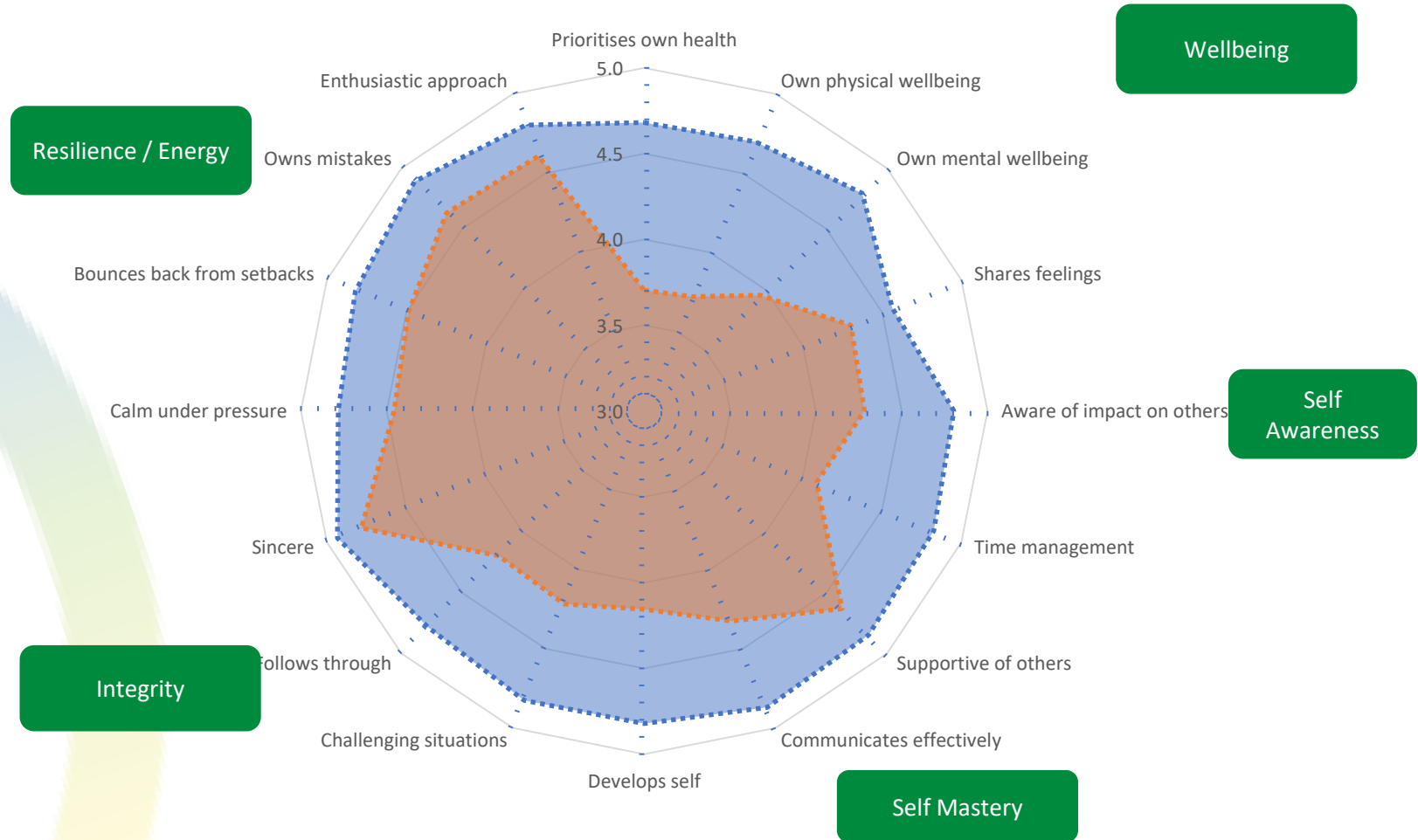
**Other key areas to focus on are;**

- Holding people to account
- Managing poor performance
- Sharing responsibility
- Time management

# RESULTS | LEADING SELF

⚙️ Average of Desired

⚙️ Average of Current



1	2	3	4	5	Rating Scale
Not at all	Rarely	Some of the time	Most of the time	All of the time	N = 7

# ANALYSIS | LEADING SELF

Leading Self focuses on the Care leader's understanding of, care for, and overall relationship with her/his self. The capable leader recognises his/her personal contribution as an exemplar and an inspiration to others within, and outside of, the organisation.

## Strengths (top 3 areas)

The results indicate that this group has strengths in the 'Leading Self' domain that relate to their attitude and approach to others. The specific items that scored the highest were:

- Sincere
- Enthusiastic approach
- Supportive of others

## Opportunities (biggest gaps)

The most significant opportunities from this group lie in the same sub domain – Wellbeing. It is proven that promoting health and wellbeing at work can make leaders more productive. The items that scored the lowest in the 'Leading Self' domain were:

- Makes own health a priority
- Looks after own physical wellbeing
- Looks after own mental wellbeing

# RESULTS | LEADING OTHERS

⚙️ Average of Desired

⚙️ Average of Current

Human Resources

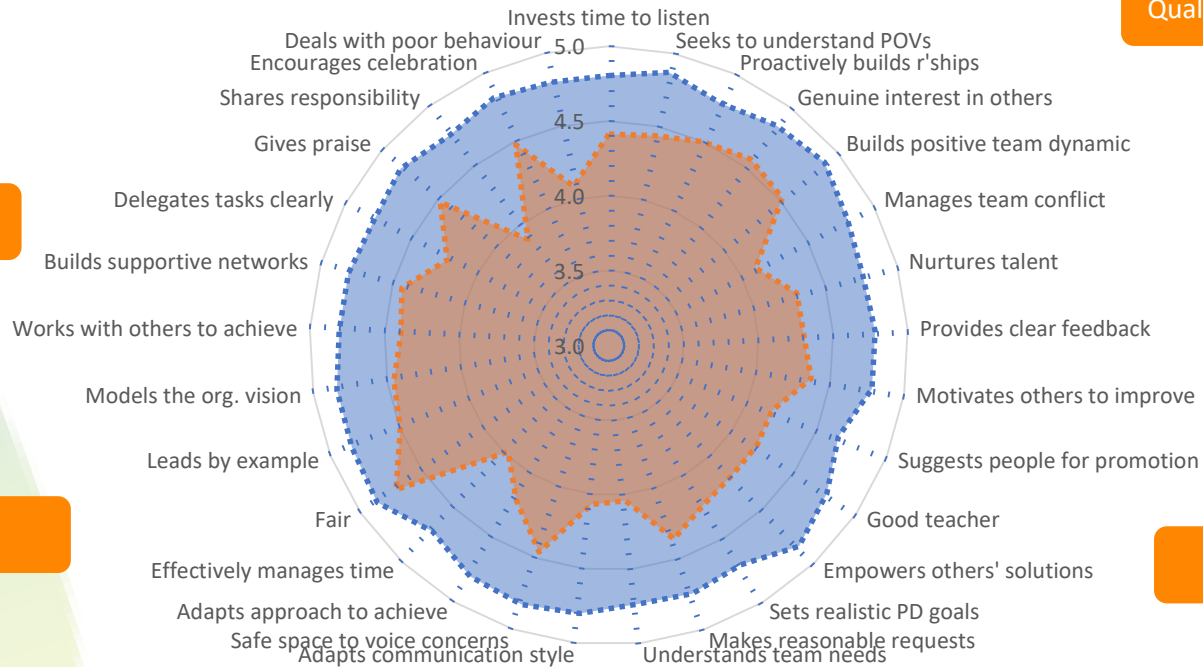
Quality Relationships

Trust

Integrity

Development

Adaptable



1	2	3	4	5	Rating Scale
Not at all	Rarely	Some of the time	Most of the time	All of the time	N = 7

# ANALYSIS | LEADING OTHERS

Leading Others focuses on the Care leader's ability to communicate with, relate to and work effectively with others. The capable leader builds quality relationships, develops others, adapts their style, demonstrates integrity, builds trust and effectively manages human resources.

## Strengths (top areas)

This group appears to have strengths in the Quality Relationships and Integrity domain. The specific items that scored the highest were:

- Fair
- Genuine interest in others
- Proactively builds relationships
- Leads by example
- Gives praise

## Opportunities (biggest gaps)

Leading Others is an area of opportunity for this group, specifically, the Adaptable and Development subdomains. The items that scored the lowest were:

- Shares responsibility
- Understands teams needs
- Adapts communication style
- Manages team conflict
- Empowers others' solutions
- Effectively manages time
- Deals with poor behaviour

# RESULTS | LEADING PURPOSE

■ Average of Desired

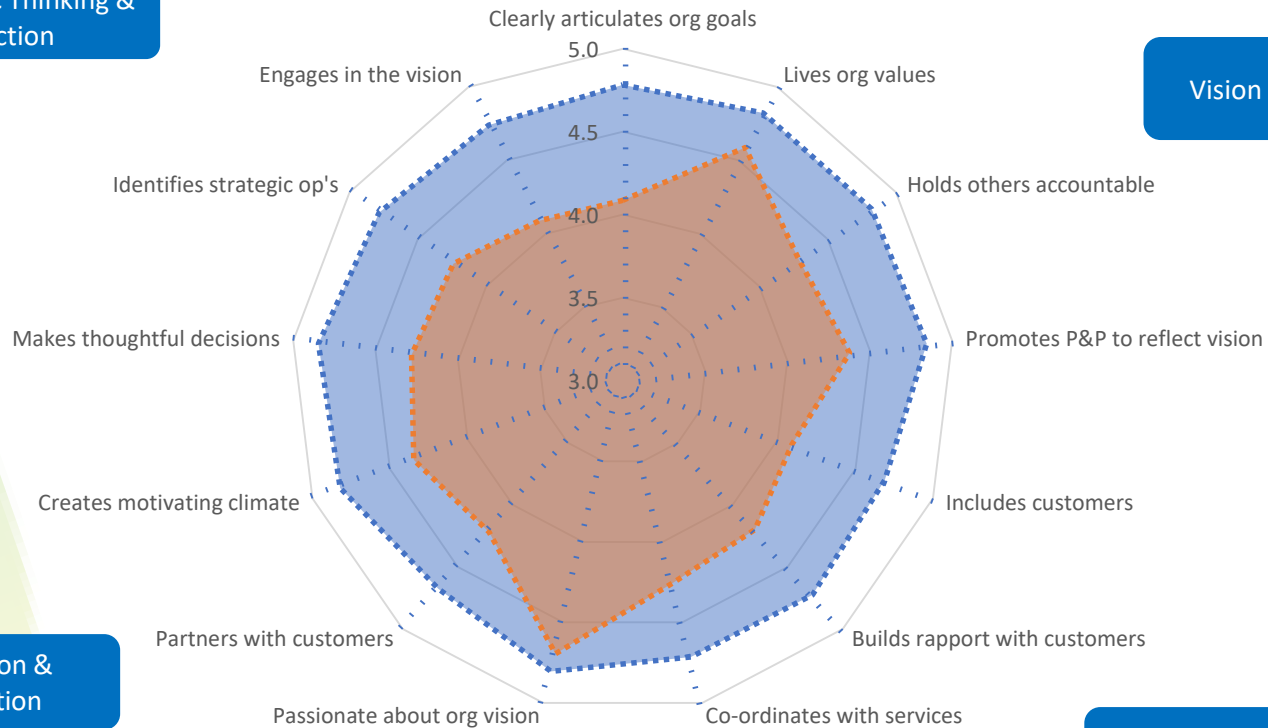
■ Average of Current

Strategic Thinking & Action

Vision & Values

Inspiration & Motivation

Person Centred Focused



1	2	3	4	5	Rating Scale
Not at all	Rarely	Some of the time	Most of the time	All of the time	N = 7



# ANALYSIS | LEADING PURPOSE

Leading purpose centres around a leader's ability to articulate and promote the organisation's spirit, purpose and strategic direction in ways that engage and empower employees, clients and stakeholders. The capable leader recognises their role as a principal representative of the organisation and all it stands for.

## Strengths (top areas)

The results suggest that this group is connected to the organization's vision and values which is important to effectively Leading Purpose. The specific items that scored the highest were:

- Passionate about organisation's vision
- Lives organisation's values

Interestingly, 'Clearly articulates organisations goals' and 'engages in the vision' showed bigger gaps for this group. This suggests the group needs to transform their intention/passion for the organization into reality.

## Opportunities (biggest gaps)

Strategic Thinking & Action and Person Centred Focused are two subdomains that showed up as areas for improvement for this group. The items that scored the lowest were:

- Clearly articulates organisations goals
- Engages in the vision
- Includes customers
- Makes thoughtful decisions

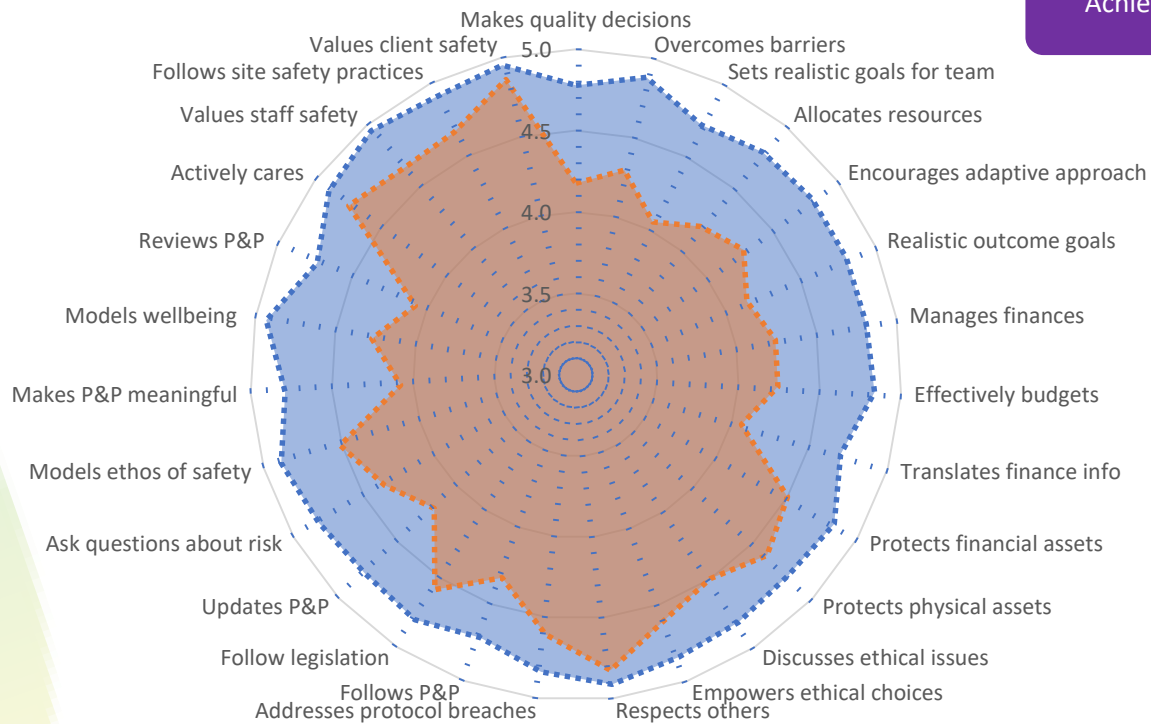
# RESULTS | LEADING BUSINESS

■ Average of Desired

■ Average of Current

Safety

Achievement



Finance

Ethical Commitment

1	2	3	4	5	Rating Scale
Not at all	Rarely	Some of the time	Most of the time	All of the time	N = 7

# ANALYSIS | LEADING BUSINESS

The focus of this domain is the Aged Care leader's management of business resources to achieve organisational goals within a dynamic operating environment and in accordance with regulatory, governance, risk management, ethical, equity and commercial requirements. The capable leader recognises that effective business management facilitates achievement of organisational goals.

## Strengths (top areas)

The results suggest that the strengths for this group lie in their approach to others, specifically valuing, caring and respecting others. The specific items that scored the highest were:

- Values client safety
- Respects others
- Actively cares

## Opportunities (biggest gaps)

The results also suggest this group could improve their impact by turning their intention into reality by taking a more outcomes focussed approach resulting in sustainable change i.e. changing the processes to reflect the outcome needed, The items that scored the lowest were:

- Makes P&P meaningful
- Sets realistic goals for team
- Realistic outcome goals
- Models wellbeing
- Reviews P&P

# RESULTS | LEADING CHANGE

⚙️ Average of Desired

⚙️ Average of Current

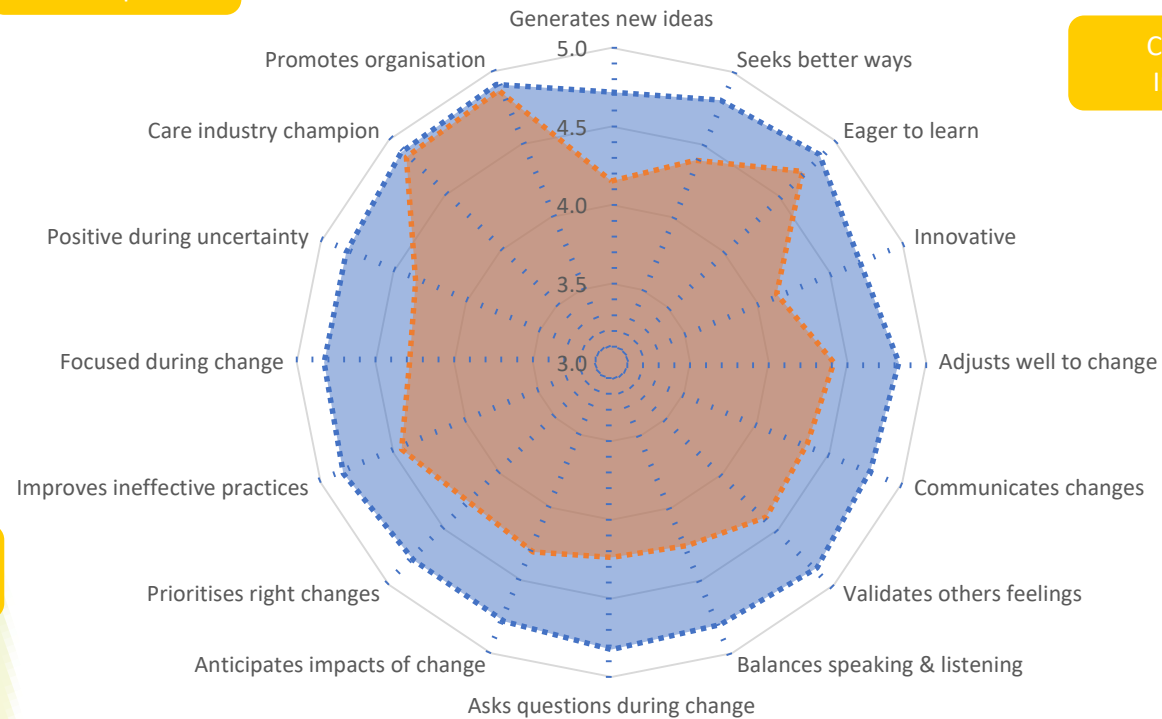
Aged Care Champion

Creativity & Innovation

Ambiguity

Systems & Strategy

Transformation



1	2	3	4	5	Rating Scale
Not at all	Rarely	Some of the time	Most of the time	All of the time	N = 7

# ANALYSIS | LEADING CHANGE

The focus of this domain is the Aged Care leaders capacity to foster a working environment that supports and encourages creative, holistic approaches to improvement, innovation and transformation in the organisation, the broader community and across Aged Care.

## Strengths (top areas)

The results suggest that this group are Aged Care Champions in that they promote the organization and industry. The results also indicate they have an intention to make things better in that they are eager to learn and improve ineffective practices. The items that scored the highest were:

- Promotes organization
- Care industry champion
- Eager to learn
- Improved ineffective practices

## Opportunities (biggest gaps)

Leading Change was flagged as an area of opportunity for this group and the data shows that they specifically need to focus on seeking improvements and taking a more proactive approach to change. The items that scored the lowest were:

- Generates new ideas
- Innovative
- Asks questions during change

# RESULTS | AGED CARE STANDARDS

⊞ Average of Desired

⊞ Average of Current

Standard 7: Human Resources

Standard 1: Consumer Dignity & Choice

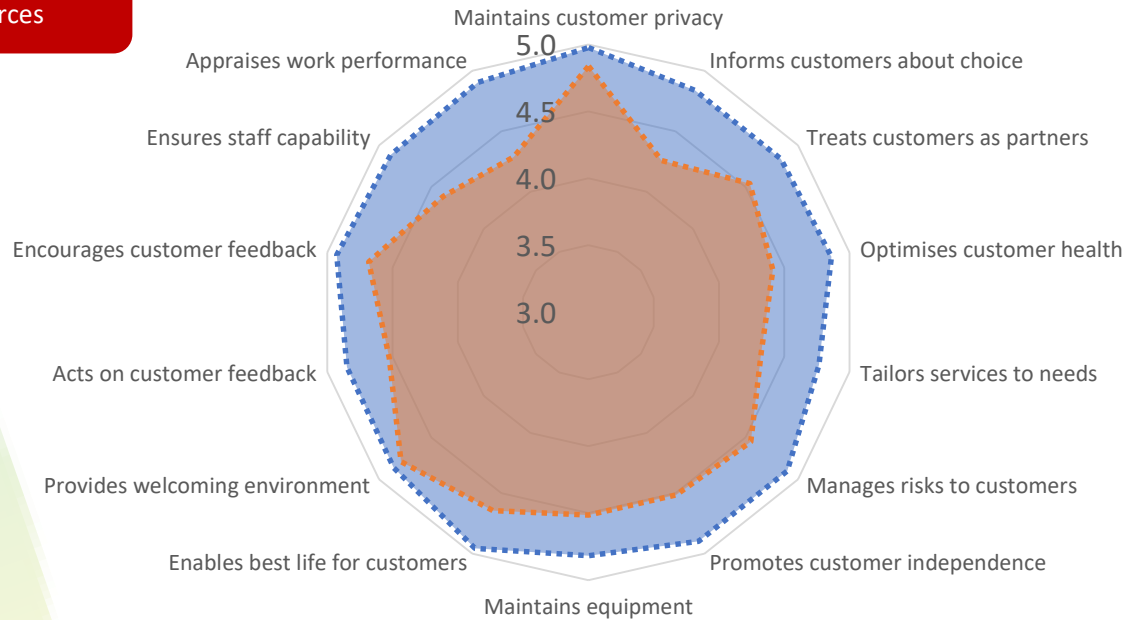
Standard 2: Ongoing Assessment & Planning with Consumers

Standard 6: Feedback & Complaints

Standard 5: Organisation's Service Environment

Standard 3: Personal Care & Clinical Care

Standard 4: Services & Supports for Daily Living



1	2	3	4	5	Rating Scale
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# ANALYSIS | AGED CARE STANDARDS

Understanding what is required of the organisation to provide quality care that supports positive client AND organisational outcomes is part of the Care Industry leadership role. The capable leader demonstrates behaviours across the eight aged care standards.

## Strengths (top areas)

Overall the Aged Care Standards appeared to be a general strength for this group. The specific items that scored the highest did not form an overall theme. These items were:

- Provides welcoming environment
- Maintains customer privacy
- Encourages customer feedback

## Opportunities (biggest gaps)

Unlike the strengths, a theme did emerge in the opportunities with the Human Resources sub-domain shoring the largest area of opportunity. The items that scored the lowest were:

- Appraises work performance
- Informs customers about choice
- Ensure staff capability

Care Industry Leadership Capability Assessment

