



Care Industry Leadership Capability Assessment

# HOW DO YOUR LEADERS MEASURE UP?

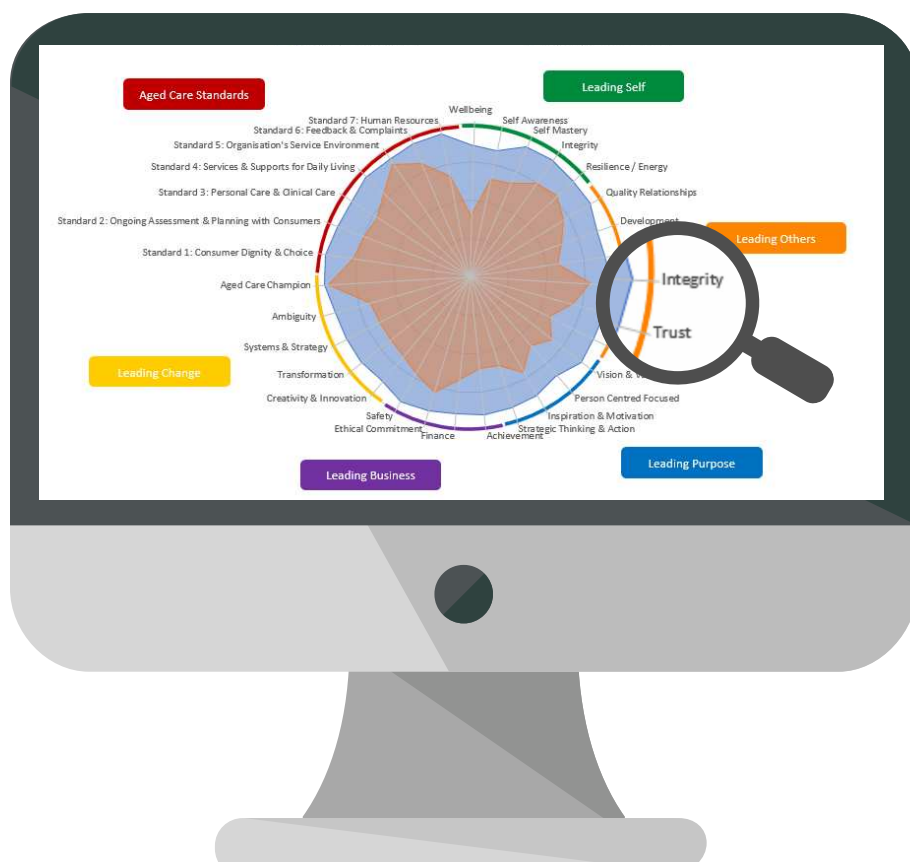
“

*Australian Best Practice Care Industry Leadership Capability Assessment Tool*

”

GET AHEAD OF THE CURVE & LEAD THE INDUSTRY IN CULTURE, ENGAGEMENT & CARE STANDARDS, THROUGH;

- ✓ INDEPENDENT ASSESSMENT OF LEADERSHIP CAPABILITY
- ✓ ACCESS TO INDUSTRY BENCHMARKING DATABASE
- ✓ INCREASED ROI IN LEADERSHIP DEVELOPMENT
- ✓ PROFESSIONAL DEVELOPMENT FOR PARTICIPANTS



Leadership assessment tool correlated to the Australian Aged Care Leadership Capability Framework identifies the biggest gaps at **all levels of leadership**



Opportunity to **transform individual leadership** & performance by understanding current views, beliefs & behaviours, and exploring alternate views




Demonstrate ability to meet new quality standards targeted at assessing leadership competency around Human Resourcing (*Standard 7*)



Enhance confidence in organisations' capability to deliver high quality services



informed by globally recognised leadership and performance studies and correlated to the world's best safety and leadership competency frameworks



## CILCA 360 analyses leadership capability in 6 key areas;



### AGED CARE STANDARDS

This section focuses on the behaviours expected by the Care Industry Leader to provide the quality of care that supports positive client and organisation outcomes.



### LEADING SELF

Relationship with, understanding of, and care for self.



### LEADING OTHERS

Ability to relate to, communicate with, and work effectively with others.



### LEADING PURPOSE

Ability to articulate and promote the organisation's spirit, purpose and strategic direction.



### LEADING BUSINESS

Management of business resources to achieve organisational goals.



### LEADING CHANGE

Capacity to foster a working environment that encourages creative and holistic approaches to improvement, innovation and transformation.

CILCA 360 is targeted to leaders and managers in or aspiring towards positions within three broad levels of leadership...

**1 Level 1 Leaders:** strategic & cultural responsibility for an entire organisation or division - CEOs, directors, senior managers and department heads.

**2 Level 2 Leaders:** responsible for overseeing multiple teams, or an entire service, function, site - Facility Manager, Care Manager, Human Resources Manager.

**3 Level 3 Leaders:** or 'front line leaders' responsible for the activities of a team - Care Co-ordinators, Registered Nurses or Team Leaders.

...and allows for industry & organisational benchmarking of capabilities.

# WHY CHOOSE CILCA 360

CILCA 360 uses data to **create insights** to drive organisational clarity, focus, investment, change and performance.

It shines a spotlight on the **most significant gaps** for the individual and organisational leadership capability by understanding the **current and desired performance**.

- ✓ **Assessment:** CILCA 360 provides feedback via 'Description of Self' and 'Description by Others' and takes 15-20 mins to complete.
- ✓ **Insights:** Detailed reporting provided for participants and optional **aggregate data** for teams & organisations. Access to layers of **industry data** including **performance of leaders at all levels**, demographic data and trend information.
- ✓ **Debrief:** Receive face-to-face in depth results and debrief from an experienced accredited practitioner.
- ✓ **Development:** Extensive interactive self development workbook, custom created for the care industry to aid in transformation.
- ✓ **Recommendations:** **Improve ROI** by knowing exactly where to focus leadership investment and '**close the gaps.**'



The **care industry** is in the midst of a **once in a lifetime change** to enable it to meet the **new aged care quality standards**, and create a brand linked to **high consumer care** and sustainable business models.

An integral part of this journey is the **capability of care industry leaders** at all levels to **create and sustain** a culture that supports the achievement of the new standards and beyond.

CILCA 360 is the assessment tool **specifically designed** for leaders in this industry to help understand where their biggest risks and opportunities lie.

## COMMENCING YOUR CILCA 360 PROGRAM:

In partnership with your CILCA accredited practitioner, your CILCA 360 program is completed in four easy steps;



## NOTES

---

---

---

---

---

---

---

---

---

---

**WANT TO  
FIND OUT  
MORE?**

Contact your CILCA accredited practitioner:

