

Name of Nominee:

Sponsor Name:

Date:

2013 VP/Executive Pipeline Talent Review: Sponsoring VP/Executive's Summary of Nominee

This summary form provides a consistent format for profiling each nominee to enable a rigorous, objective and fair process for differentiating amongst the nominees for the 2013-2015 VP/Executive pipeline.

It will assist you to:

1. synthesize the information and supporting examples about the individual you have nominated, and
2. focus your verbal presentation of this person at the Succession Management Talent Review meeting .

Please complete this template for each person you have nominated and email to Rose Gennaccaro, gennacca@hhsc.ca by May 22, 2013.

Copies of the completed templates will be available at the Talent Review meeting.

DIMENSION	EXAMPLES / DESCRIPTIONS THAT SUPPORT THE NOMINEE'S CAPABILITY
A.) Job Complexity	Describe key details of the work environment to provide a sense of the job's complexity:
Consider: <ul style="list-style-type: none"> • Size of budget; number of budgets managed • Number of units/programs/departments • Number of staff; diversity of staff • Stakeholders; partners; internal/external customers; inpatient/outpatient 	
B.) LEADS Framework: Domains	Supporting Examples:
Leads Self Capabilities <ul style="list-style-type: none"> • Self awareness and management – e.g. strengths, weaknesses, values, emotional management, life balance • Develops self – e.g. personal development goals; performance standards • Demonstrates character – e.g. integrity; resilience; performance stability; leadership presence 	Provide specific examples that demonstrate the individual's capabilities in Leading Self

DIMENSION	EXAMPLES / DESCRIPTIONS THAT SUPPORT THE NOMINEE'S CAPABILITY
<p>Engages Others Capabilities</p> <ul style="list-style-type: none"> • Fosters development of others – e.g. enable others to contribute to their full potential, coaching, mentoring • Communicates effectively – e.g. influential; collaborative; encourages dialogue and feedback/feed forward • Builds effective team – how have they done this? • Contributes to creation of healthy work environment – e.g. turnover, occurrences, absenteeism, patient complaints and compliments, valuing diversity, creating opportunities for employees; inspiring others 	<p>Provide specific examples that demonstrate the individual's capabilities in Leading Self</p>
<p>Achieves Results Capabilities</p> <ul style="list-style-type: none"> • Sets direction by communicating clear and meaningful expectations and outcomes • Strategically aligns decisions with vision, values and evidence • Takes action to implement decisions, manage resources, budgets, projects and time • Measures, monitors and evaluates outcomes against benchmarks and evidence, and course corrects accordingly; holds self and others accountable 	<p>Provide specific examples that demonstrate the individual's capabilities in Achieving results</p>
<p>Develops Coalitions Capabilities</p> <ul style="list-style-type: none"> • Builds partnerships and networks to create results • Collaborates with multiple internal and external stakeholder groups • Shows commitment to customers and service • Establishes strong relationships • Works effectively through conflict 	<p>Provide specific examples that demonstrate the individual's capabilities in Developing Coalitions</p>

DIMENSION	EXAMPLES / DESCRIPTIONS THAT SUPPORT THE NOMINEE'S CAPABILITY
<p>Systems Transformation Capabilities</p> <ul style="list-style-type: none"> • Supports innovation – e.g. quality improvement projects • Champions change – e.g. change projects that combine strategy, process and people, and have shown sustainable outcomes • Thinks critically and analytically • Orients self strategically to the future 	<p>Provide specific examples that demonstrate the individual's capabilities in Transforming Systems</p>
<p>C.) Additional Relevant Attributes</p>	<p>Describe and provide examples accordingly</p>
<p>Additional talent, skills or expertise that are rare or uniquely valuable to HHS</p>	
<p>Any other skills or abilities this individual uses that are beyond those commonly held by people in a similar role</p>	
<p>D.) Development Needs</p>	
<p>Describe the development needs for this nominee to achieve the readiness level necessary to assume the next level position within 24 months.</p>	