

Data Drives Insight is the trusted source for leadership 360 feedback and staff engagement, culture and capability assessments specific to the care sector. We are here to create a world of thriving organisations, through the use of our specialised assessment tools which allow organisations, leaders and their teams to explore insights with the intent of learning and growing.

We know that the performance of an organisation comes down to the quality of its decisions. That's why we want to enable all organisations to make insightful decisions based on insightful data.



360 DEGREE LEADERSHIP SURVEY



CARE & DISABILITY SECTOR SPECIFIC



ONLINE ASSESSMENT



ACCREDITED PRACTITIONERS ONLY

What is it?

The CILCA 360 Leadership Capability Assessment tools is the leading valid and reliable 360 degree feedback leadership assessment, designed specifically for leaders in the care sector.

What does it measure?

- Self-feedback
- Feedback from line manager, peers and direct reports.
- Perception of leadership qualities and behaviours.
- Impact of leadership

Participants are assessed against 5 domains described in Aged Care leadership capability framework that are critical for leaders in the care sector to be high performing. These domains are; **Leading Self, Others, Business, Purpose and Change.**

It also incorporates aspects from either the **Aged Care Quality Standards** or the **National Disability Practice Standards** and provides feedback on the leader's **Impact on Others** and their ability to foster a **Psychologically Safe** environment.

The combination of these elements paints the full picture of their leadership and provides an opportunity for growth and development.

How is it administered?

Consisting of 88 questions (96 for CILCA Executive) the survey is administered **completely online** and takes around 10 minutes to complete. It is completely confidential.

Projects run for 6 weeks, from set up and nominations through the administration period, reporting and debriefing of results.

Who is it for?

Leaders and managers across the care and disability sector.

- **CILCA 360** is for frontline and middle management such as Facility Managers, Care Coordinators, Registered Nurses or Team Leaders.
- **CILCA 360 Executive covers leaders with** strategic and cultural responsibility for an entire organisation or division such as CEOs, Directors and department heads.
- **CILCA 360 Corporate** is best suited for leaders in non-customer facing roles.

What do participants receive?

- Full survey administration and support
- Individual feedback report
- Confidential and supportive debrief session with an accredited coach.
- Detailed interactive Self Development Guide resource to continue on their own leadership journey.

All materials are available in both a print or electronic copy.

What do organisations receive?

Individual reports are confidential and remain the property of the leader who is participating.

The benefit to organisations is in the **Aggregate Report** which combines the feedback of an entire leadership cohort (min N=5) into one report allowing organisations to understand their biggest risk areas and best target their leadership development investment.

What does the feedback look like?

Participants receive a comprehensive 28 page report that outlines their results across several sections including;

Item	Measured by...	Results shown in...
Leadership Capability across 5 Domains (Leading Self, Leading Others, Leading Business, Leading Purpose, Leading Change)	50 (58 for CILCA Exec) behaviour statements with a frequency scale measuring current performance and desired performance for 12 months time, where 1 represents Not at All, and 5 represents All the Time, answered by self and others.	<ul style="list-style-type: none"> Listed by Top Strengths and Areas to Improve. Spidergraph showing gap analysis between current and desired performance. Comparison of views of different feedback providers groups
Standards Ability to lead delivery of the Aged Care or National Disability Practice Standards	18 behaviour statements with a frequency scale measuring current performance where 1 represents Not at All, and 5 represents All the Time, answered by self and others.	Table showing views of various feedback providers (self and others)
Impact on Others Leaders Impact on the people around them. Each question states "In my interactions with this leader I feel..."	13 impact questions with a frequency scale measuring current impact where 1 represents Not at All, and 5 represents All the Time, answered by feedback providers only.	Bar graph showing frequency of each impact statement, based on the aggregated feedback from all respondents
Psychological Safety Leaders ability to foster psychological safe environment	Amy Edmonson's 7 Psych Safety Questions, answered by feedback providers only. Using the scale 1 = Strongly Disagree to 7 = Strongly Agree	Bar graph showing level of agreement to each statement, based on the aggregated feedback from all respondents

See sample report pages below.

