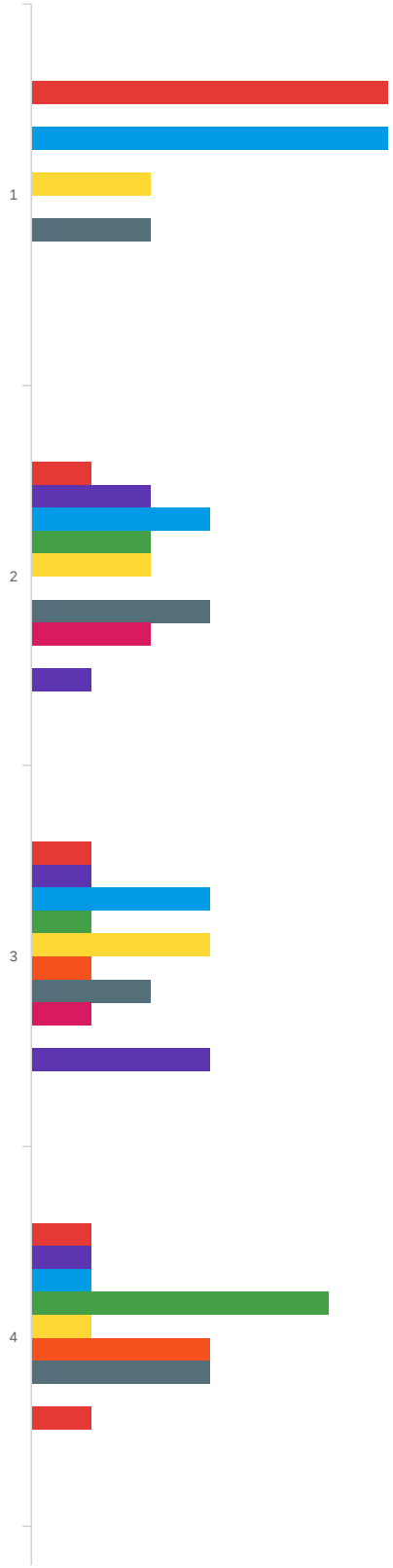
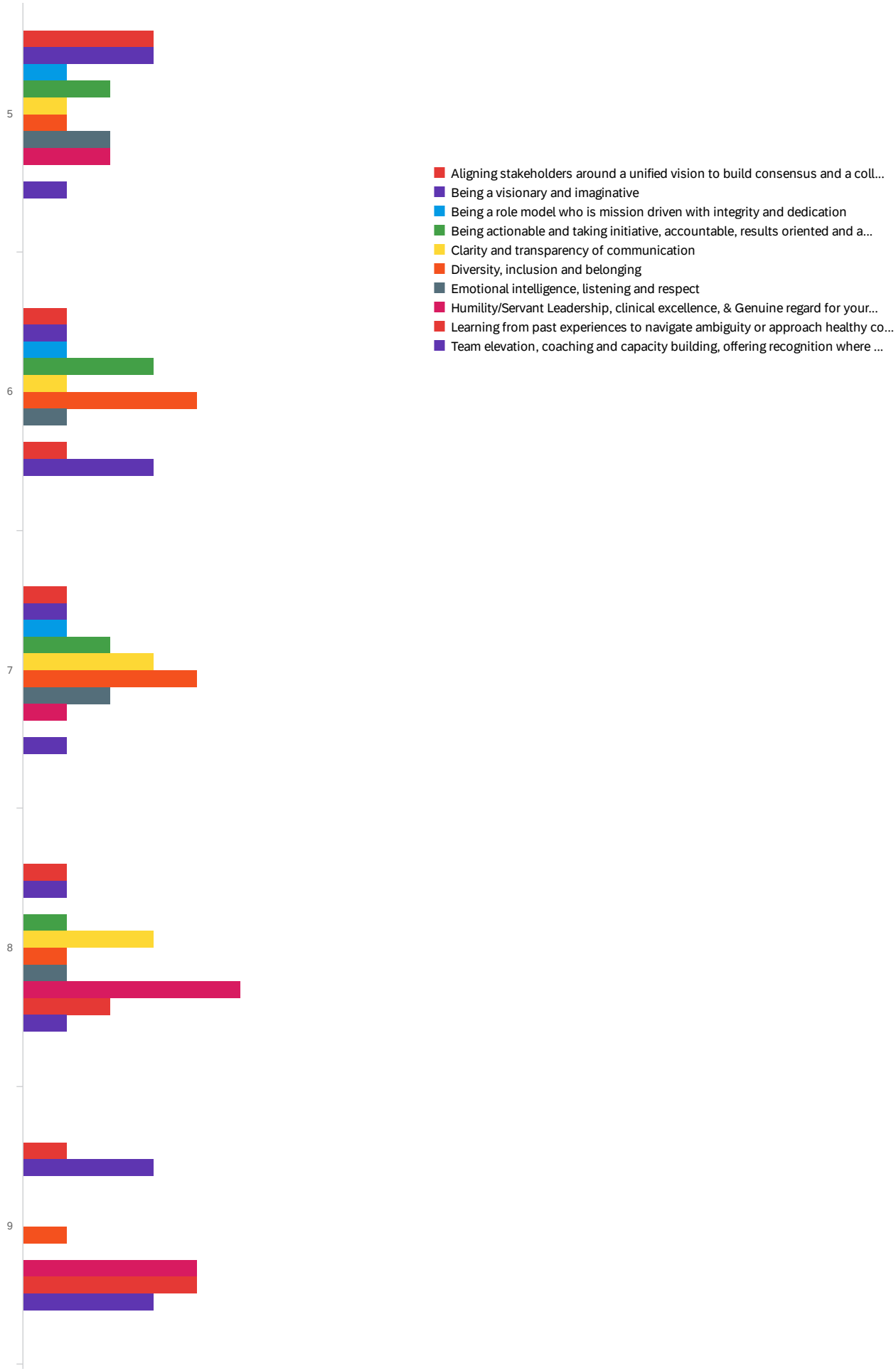
Default Report

WCM Shared Leadership Values

May 17, 2021 8:54 AM MDT

Q1 - Rank the following as they align with your personal leadership values:

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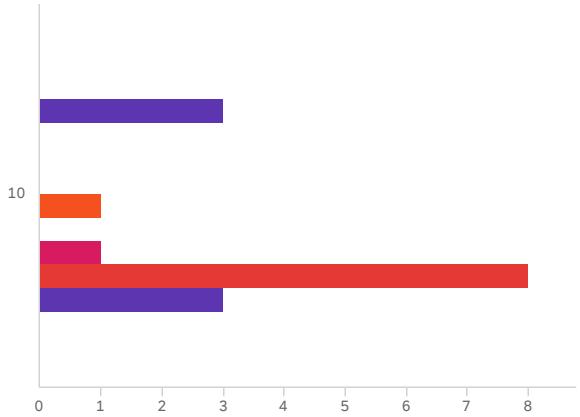
Aligning stakeholders around a unified vision to build consensus and a coll...
Being a visionary and imaginative
Being a role model who is mission driven with integrity and dedication
Being actionable and taking initiative, accountable, results oriented and a...
Clarity and transparency of communication
Diversity, inclusion and belonging
Emotional intelligence, listening and respect
Humility/Servant Leadership, clinical excellence, & Genuine regard for your...
Learning from past experiences to navigate ambiguity or approach healthy co...
Team elevation, coaching and capacity building, offering recognition where ...



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Aligning stakeholders around a unified vision to build consensus and a collaborative, supportive environment	1.00	9.00	3.75	2.68	7.19	16
2	Being a visionary and imaginative	2.00	10.00	6.50	2.78	7.75	16
3	Being a role model who is mission driven with integrity and dedication	1.00	7.00	2.69	1.86	3.46	16
4	Being actionable and taking initiative, accountable, results oriented and able to make decisions that may require courage	2.00	8.00	4.81	1.70	2.90	16
5	Clarity and transparency of communication	1.00	8.00	4.69	2.52	6.34	16
6	Diversity, inclusion and belonging	3.00	10.00	6.19	1.84	3.40	16
7	Emotional intelligence, listening and respect	1.00	8.00	4.00	2.12	4.50	16
8	Humility/Servant Leadership, clinical excellence, & Genuine regard for your institution	2.00	10.00	6.88	2.55	6.48	16
9	Learning from past experiences to navigate ambiguity or approach healthy conflict	4.00	10.00	8.88	1.65	2.73	16
10	Team elevation, coaching and capacity building, offering recognition where due and delegating	2.00	10.00	6.63	2.71	7.36	16

#	Field	1		2		3		4		5		6		7		8
1	Aligning stakeholders around a unified vision to build consensus and a collaborative, supportive environment	37.50%	6	6.25%	1	6.25%	1	6.25%	1	18.75%	3	6.25%	1	6.25%	1	6.25

#	Field	1		2		3		4		5		6		7		8
2	Being a visionary and imaginative	0.00%	0	12.50%	2	6.25%	1	6.25%	1	18.75%	3	6.25%	1	6.25%	1	6.25
3	Being a role model who is mission driven with integrity and dedication	37.50%	6	18.75%	3	18.75%	3	6.25%	1	6.25%	1	6.25%	1	6.25%	1	0.00
4	Being actionable and taking initiative, accountable, results oriented and able to make decisions that may require courage	0.00%	0	12.50%	2	6.25%	1	31.25%	5	12.50%	2	18.75%	3	12.50%	2	6.25
5	Clarity and transparency of communication	12.50%	2	12.50%	2	18.75%	3	6.25%	1	6.25%	1	6.25%	1	18.75%	3	18.75
6	Diversity, inclusion and belonging	0.00%	0	0.00%	0	6.25%	1	18.75%	3	6.25%	1	25.00%	4	25.00%	4	6.25
7	Emotional intelligence, listening and respect	12.50%	2	18.75%	3	12.50%	2	18.75%	3	12.50%	2	6.25%	1	12.50%	2	6.25
8	Humility/Servant Leadership, clinical excellence, & Genuine regard for your institution	0.00%	0	12.50%	2	6.25%	1	0.00%	0	12.50%	2	0.00%	0	6.25%	1	31.25
9	Learning from past experiences to navigate ambiguity or approach healthy conflict	0.00%	0	0.00%	0	0.00%	0	6.25%	1	0.00%	0	6.25%	1	0.00%	0	12.50
10	Team elevation, coaching and capacity building, offering recognition where due and delegating	0.00%	0	6.25%	1	18.75%	3	0.00%	0	6.25%	1	18.75%	3	6.25%	1	6.25

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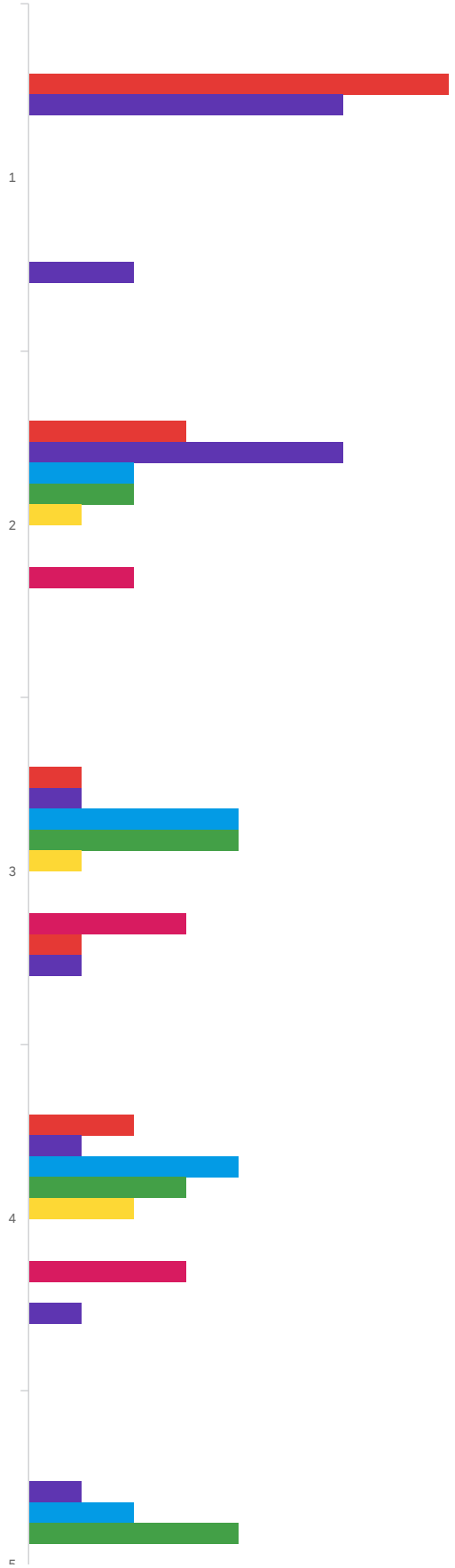
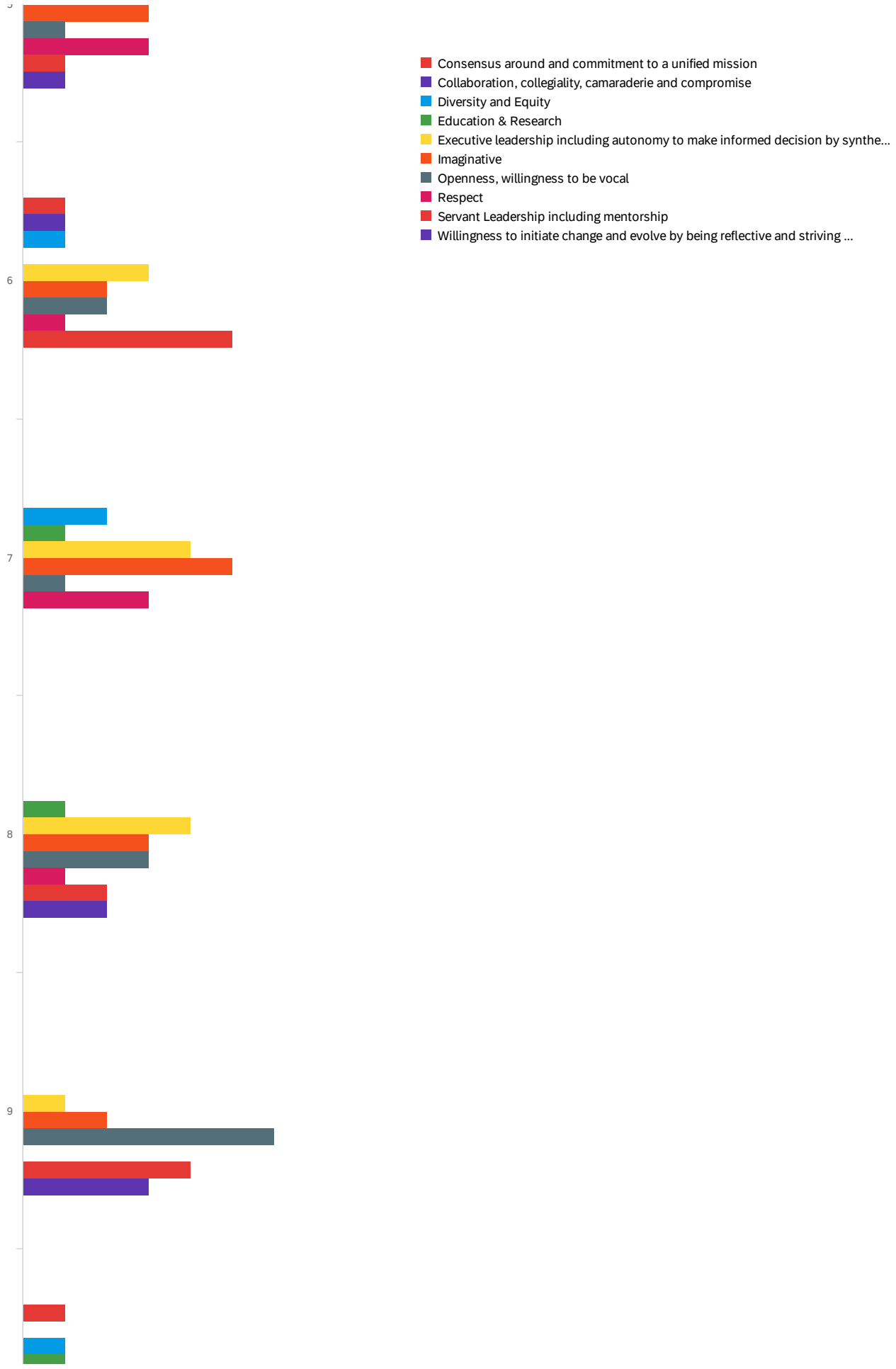
Q4 - Rank the following as they align with the shared values of WCM leadership:

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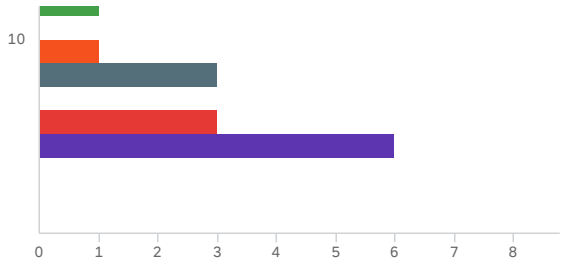
Consensus around and commitment to a unified mission
Collaboration, collegiality, camaraderie and compromise
Diversity and Equity
Education & Research
Executive leadership including autonomy to make informed decision by synthe...
Imaginative
Openness, willingness to be vocal
Respect
Servant Leadership including mentorship
Willingness to initiate change and evolve by being reflective and striving ...



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Consensus around and commitment to a unified mission	1.00	10.00	2.56	2.40	5.75	16
2	Collaboration, collegiality, camaraderie and compromise	1.00	6.00	2.25	1.48	2.19	16
3	Diversity and Equity	2.00	10.00	4.50	2.06	4.25	16
4	Education & Research	2.00	10.00	4.56	2.12	4.50	16
5	Executive leadership including autonomy to make informed decision by synthesizing information	2.00	9.00	6.25	1.95	3.81	16
6	Imaginative	5.00	10.00	7.13	1.45	2.11	16
7	Openness, willingness to be vocal	5.00	10.00	8.25	1.48	2.19	16
8	Respect	2.00	8.00	4.69	1.83	3.34	16
9	Servant Leadership including mentorship	3.00	10.00	7.50	2.03	4.13	16
10	Willingness to initiate change and evolve by being reflective and striving for excellence	1.00	10.00	7.31	3.23	10.46	16

#	Field	1		2		3		4		5		6		7		8
1	Consensus around and commitment to a unified mission	50.00%	8	18.75%	3	6.25%	1	12.50%	2	0.00%	0	6.25%	1	0.00%	0	0.00
2	Collaboration, collegiality, camaraderie and compromise	37.50%	6	37.50%	6	6.25%	1	6.25%	1	6.25%	1	6.25%	1	0.00%	0	0.00
3	Diversity and Equity	0.00%	0	12.50%	2	25.00%	4	25.00%	4	12.50%	2	6.25%	1	12.50%	2	0.00
4	Education & Research	0.00%	0	12.50%	2	25.00%	4	18.75%	3	25.00%	4	0.00%	0	6.25%	1	6.25

#	Field	1		2		3		4		5		6		7		8
5	Executive leadership including autonomy to make informed decision by synthesizing information	0.00%	0	6.25%	1	6.25%	1	12.50%	2	0.00%	0	18.75%	3	25.00%	4	25.00
6	Imaginative	0.00%	0	0.00%	0	0.00%	0	0.00%	0	18.75%	3	12.50%	2	31.25%	5	18.75
7	Openness, willingness to be vocal	0.00%	0	0.00%	0	0.00%	0	0.00%	0	6.25%	1	12.50%	2	6.25%	1	18.75
8	Respect	0.00%	0	12.50%	2	18.75%	3	18.75%	3	18.75%	3	6.25%	1	18.75%	3	6.25
9	Servant Leadership including mentorship	0.00%	0	0.00%	0	6.25%	1	0.00%	0	6.25%	1	31.25%	5	0.00%	0	12.50
10	Willingness to initiate change and evolve by being reflective and striving for excellence	12.50%	2	0.00%	0	6.25%	1	6.25%	1	6.25%	1	0.00%	0	0.00%	0	12.50

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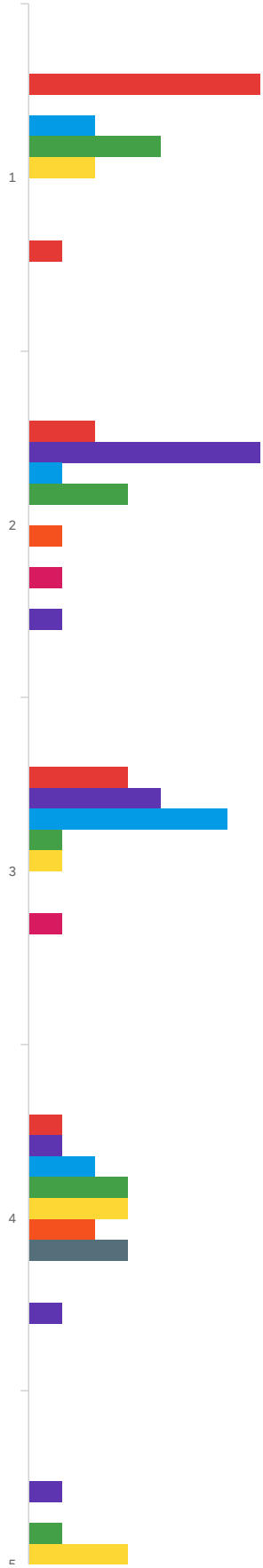
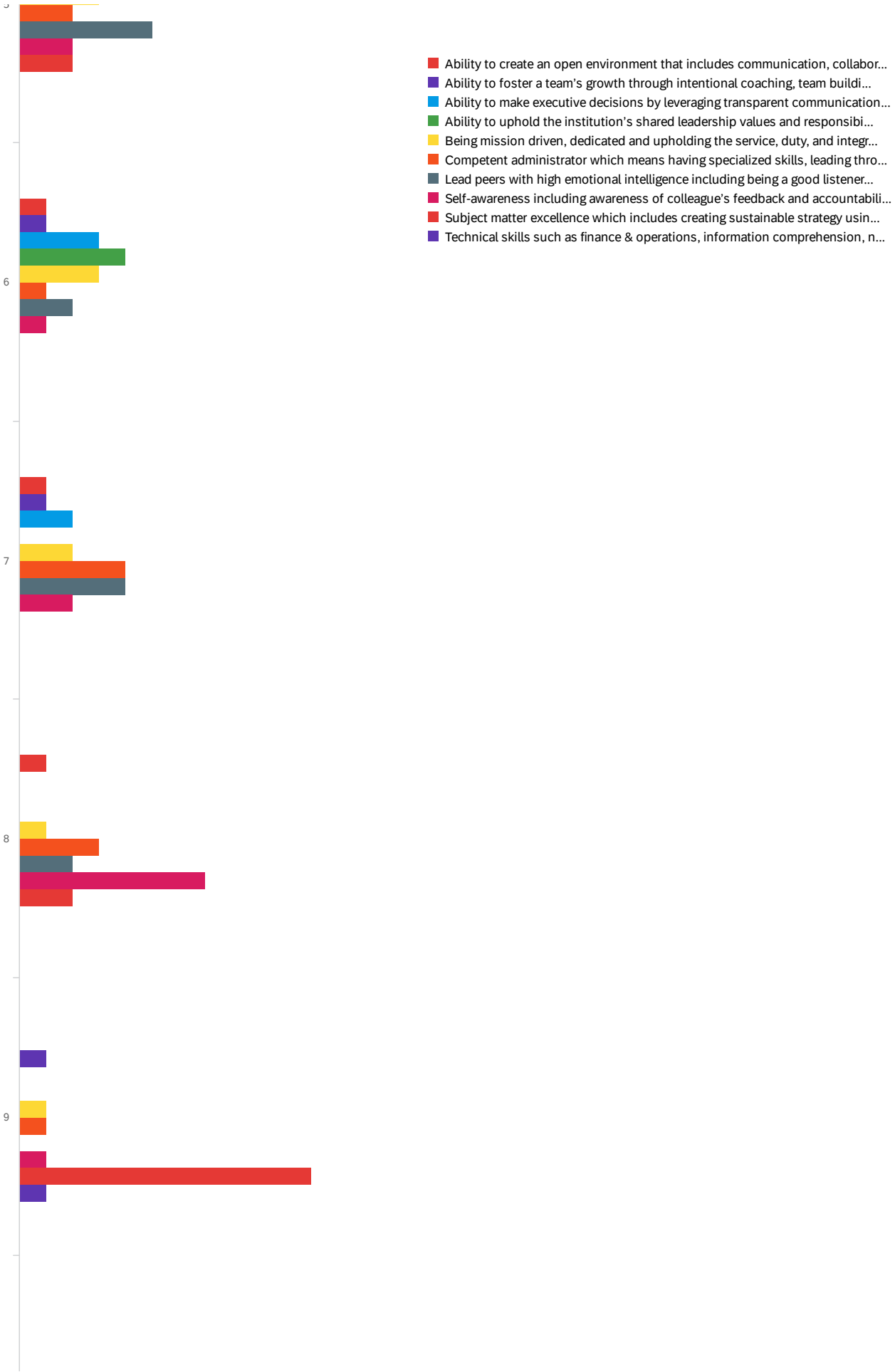
Q2 - Rank the following in importance as competencies that healthcare leaders need:

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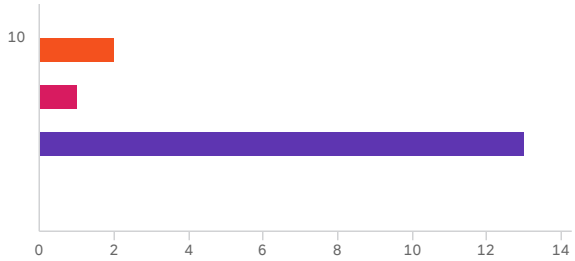
Ability to create an open environment that includes communication, collabor...
Ability to foster a team's growth through intentional coaching, team buildi...
Ability to make executive decisions by leveraging transparent communication...
Ability to uphold the institution's shared leadership values and responsibi...
Being mission driven, dedicated and upholding the service, duty, and integr...
Competent administrator which means having specialized skills, leading thro...
Lead peers with high emotional intelligence including being a good listener...
Self-awareness including awareness of colleague's feedback and accountabili...
Subject matter excellence which includes creating sustainable strategy usin...
Technical skills such as finance & operations, information comprehension, n...



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Ability to create an open environment that includes communication, collaboration and consensus building.	1.00	8.00	2.81	2.24	5.03	16
2	Ability to foster a team's growth through intentional coaching, team building and trust building.	2.00	9.00	3.56	2.06	4.25	16
3	Ability to make executive decisions by leveraging transparent communication, being attentive & engaged in team discussions, and being meticulous (detail or data oriented).	1.00	7.00	3.88	1.90	3.61	16
4	Ability to uphold the institution's shared leadership values and responsibilities.	1.00	6.00	3.38	1.93	3.73	16
5	Being mission driven, dedicated and upholding the service, duty, and integrity of the institution.	1.00	9.00	5.06	2.16	4.68	16
6	Competent administrator which means having specialized skills, leading through uncertainty (i.e change management), high acuity to learn on the job, and gaining/seeking leadership training.	2.00	10.00	6.69	2.17	4.71	16
7	Lead peers with high emotional intelligence including being a good listener and being pro-staff (perspective taking of staff members).	4.00	8.00	5.81	1.33	1.78	16
8	Self-awareness including awareness of colleague's feedback and accountability.	2.00	10.00	6.88	2.09	4.36	16
9	Subject matter excellence which includes creating sustainable strategy using scenario planning.	1.00	9.00	7.88	2.20	4.86	16
10	Technical skills such as finance & operations, information comprehension, negotiation, and presentation style.	2.00	10.00	9.06	2.33	5.43	16

#	Field	1		2		3		4		5		6		7		8
1	Ability to create an open environment that includes communication, collaboration and consensus building.	43.75%	7	12.50%	2	18.75%	3	6.25%	1	0.00%	0	6.25%	1	6.25%	1	6.25

#	Field	1		2		3		4		5		6		7		8
2	Ability to foster a team's growth through intentional coaching, team building and trust building.	0.00%	0	43.75%	7	25.00%	4	6.25%	1	6.25%	1	6.25%	1	6.25%	1	0.00
3	Ability to make executive decisions by leveraging transparent communication, being attentive & engaged in team discussions, and being meticulous (detail or data oriented).	12.50%	2	6.25%	1	37.50%	6	12.50%	2	0.00%	0	18.75%	3	12.50%	2	0.00
4	Ability to uphold the institution's shared leadership values and responsibilities.	25.00%	4	18.75%	3	6.25%	1	18.75%	3	6.25%	1	25.00%	4	0.00%	0	0.00
5	Being mission driven, dedicated and upholding the service, duty, and integrity of the institution.	12.50%	2	0.00%	0	6.25%	1	18.75%	3	18.75%	3	18.75%	3	12.50%	2	6.25
6	Competent administrator which means having specialized skills, leading through uncertainty (i.e change management), high acuity to learn on the job, and gaining/seeking leadership training.	0.00%	0	6.25%	1	0.00%	0	12.50%	2	12.50%	2	6.25%	1	25.00%	4	18.75
7	Lead peers with high emotional intelligence including being a good listener and being pro-staff (perspective taking of staff members).	0.00%	0	0.00%	0	0.00%	0	18.75%	3	31.25%	5	12.50%	2	25.00%	4	12.50
8	Self-awareness including awareness of colleague's feedback and accountability.	0.00%	0	6.25%	1	6.25%	1	0.00%	0	12.50%	2	6.25%	1	12.50%	2	43.75
9	Subject matter excellence which includes creating sustainable strategy using scenario planning.	6.25%	1	0.00%	0	0.00%	0	0.00%	0	12.50%	2	0.00%	0	0.00%	0	12.50

#	Field	1		2		3		4		5		6		7		8
10	Technical skills such as finance & operations, information comprehension, negotiation, and presentation style.	0.00%	0	6.25%	1	0.00%	0	6.25%	1	0.00%	0	0.00%	0	0.00%	0	0.00

Showing rows 1 - 10 of 10

End of Report