

**Baptist Leadership Group**  
**Evaluating Your Leader Evaluation Process**

Use the questions below to evaluate your current leader evaluation system and determine if the systems of accountability you have in place will be helpful in achieving and sustaining operational outcomes across all strategic priorities.

Evaluate Your Leader Evaluation Process	Answer	
Does every leader have a clear understanding of the 4 to 8 measurable outcomes he or she must accomplish to receive a good evaluation?	Yes	No
Is the annual performance of your organization based on 10 or fewer measurable, organizational goals?	Yes	No
Does each leader evaluation align to and cascade from one or more of the annual organizational goals?	Yes	No
Does each front-line leader's goals and evaluation support or assist their direct supervisor's goals?	Yes	No
Are all leaders' goals based on measurable <i>outcomes</i> - (not completion goals, projects, or tasks)?	Yes	No
Are each of your leaders' 4 to 8 goals prioritized as a percentage of the total evaluation (at least 10% each)?	Yes	No
Are goals written in a common language that is meaningful (Patient Fall Rate, Infection rate versus actual number of events)?	Yes	No
Are the goals set aggressively to move organizational performance?	Yes	No
Are leaders' goals realistic and relevant to their role (each goal is something a leader can influence or control)?	Yes	No
Are there clear, predetermined consequences for leader who do not achieve goals?	Yes	No
Do all leaders review their progress with achieving their goals regularly (at least quarterly) with their immediate supervisor?	Yes	No

Research indicates that facilities that have clearly defined and aggressive organizational goals and consistently meet or exceed their goals typically **answer yes to all** the above questions. Leaders who **answer yes to eight or less** questions represent organizations that may have a good evaluation process, but could benefit from an outside audit to assure their process will help achieve and sustain results.

At Baptist Leadership Group, the first and most important work we do with our partner organizations is to coach them on completing the difficult, but necessary task of establishing meaningful organizational goals. We then align each leader's performance to those facility goals and the goals of their direct supervisor. We would be pleased to assist you with a review of your current evaluation process and if necessary, enhancement, integration, and execution of the process in your organization.

If you would like to learn more about accountability and productivity management or the automated solution, Leader Performance System™, to implement this balanced approach to performance management efficiently and effectively within your organization, please contact Joseph McCrory at 850.377.1862 or [josephm@bhclg.com](mailto:josephm@bhclg.com)