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**FY19 - Nursing Leadership Peer Evaluation**

Peer Review **FOR**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Completed **BY**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Definitions:**

**Expert**: exceptional; beyond the level of most UKHC leaders

**Proficient**: expected skill level for an experienced UKHC leader

**Competent**: Adequate, minimal standard for a UKHC leader

**Growth Area**: improving, needs further development

**Unsatisfactory**: Substandard; need immediate improvement

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| **LEADERSHIP COMPETENCY** | **Expert** | **Proficient** | **Competent** | **Growth** | **Unsatisfactory** | **Unable to assess** |
| **TRANSFORMATIONAL LEADERSHIP** |  |  |  |  |  |  |
| 1. ***Strategic Cultural Alignment:*** Models and promotes the UKHC Living DIReCT Values |  |  |  |  |  |  |
| 1. ***Value-Based Care:*** Role models professionalism by supporting certification and own professional development |  |  |  |  |  |  |
| 1. ***Value-Based Care*:** Promotes evidence-based clinical and management practice to assure quality and safety |  |  |  |  |  |  |
| 1. ***Patient Centered Care/Value-Based Care***: Role Models personal and professional accountability to achieve financial and clinical outcomes |  |  |  |  |  |  |
| **RELATIONSHIPS AND COMMUNICATION** |  |  |  |  |  |  |
| 1. ***Strategic Cultural Alignment:*** Facilitates effective meetings, facilitates interdisciplinary teamwork and decision-making |  |  |  |  |  |  |
| 1. ***Strategic Cultural Alignment***: Conducts crucial conversations, effectively develops resource plans and growth forecast |  |  |  |  |  |  |
| 1. ***Patient Centered Care:*** Listens carefully to staff, patients and colleagues |  |  |  |  |  |  |
| 1. ***Strategic Cultural Alignment:*** Presents information clearly, able to persuade and influence decisions |  |  |  |  |  |  |
| 1. ***Patient Centered Care:*** Facilitates interdisciplinary decision-making, |  |  |  |  |  |  |
| 1. ***Patient Centered Care:*** Facilitates relationships across the system, promotes collaborative practices and demonstrates boundary-spanning leadership |  |  |  |  |  |  |
| 1. ***Patient Centered Care:*** Contributes to the team’s goals, objectives, and actively supports team members. Actively leads discussion and decision-making. |  |  |  |  |  |  |
| **ENGAGEMENT** |  |  |  |  |  |  |
| 1. ***Strategic Cultural Alignment:*** Recognizes staff via STAR system, public recognition and personal notes |  |  |  |  |  |  |
| 1. ***Strategic Cultural Alignment/Value-Based Care:*** Supports shared governance across all disciplines |  |  |  |  |  |  |
| 1. ***Strategic Cultural Alignment:*** Identifies and responds to other’s perspectives |  |  |  |  |  |  |
| 1. ***Growth in Complex Care:*** Facilitates professional development in others, able to give (and receive) constructive feedback |  |  |  |  |  |  |
| 1. ***Patient Centered Care:*** Models service excellence |  |  |  |  |  |  |

1. **What is one skill this person should work to strengthen?**
2. **How effective is this person in cascading enterprise goals?**
3. **One strategy to improve communication?**

**Reviewed/Revised 4-2019**