

360 for Clinical and Operational Managers reflects LQF dimensions

Health Service 360° Appraisal is a web based service providing feedback tools designed for health service professionals. This tool is based around the NHS Leadership Qualities Framework and suits anyone in a managerial or leadership role.

This tool is intended for those involved in clinical or operational management. The questionnaire has been mapped to KSF making this a valuable benchmark and development tool for aspiring and established leaders in the NHS.

It has been structured to provide mandatory and optional competencies in each dimension of LQF making the questionnaire flexible enough to reflect the candidate's role providing meaningful feedback on behaviours and skills specific to their role. It is designed to compliment and inform NHS organisational appraisal.

This tool can be used by individuals seeking personal growth or by managers wishing to enhance appraisal and development of their teams. The online system provides a flexible and easy to use control panel enabling individuals and those managing larger appraisal projects to create questionnaires, choose respondents, monitor progress and create feedback reports.

Benefits

- Solution specifically designed for needs of NHS managers using the LQF
- Provides feedback on leadership behaviour and management skills
- Comprehensive reports
- Accompanying workbook aids the creation of meaningful personal development plans
- User friendly control panel with logical navigation throughout appraisal process
- In-built solution flexibility ensures appraisals are specific to individual's role

Want to know more about how health service 360 can help your organisation, contact:

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Health Service 360 provides a comprehensive online report which can be downloaded in PDF, Excel or HTML format. To maximise the impact of the feedback provided, the 360 report is accompanied by a workbook which enables the candidate to evaluate and reflect on his / her feedback working through a number of exercises to create a personal development plan.

Our Company

With a track record of more than 10 years, specialising in solutions driven bespoke services the NHS. We enhance organisational performance by developing people, challenging cultural norms and creating sustainable change. Dolan and Holt Consultancy has built a reputation for delivering excellence while empowering individuals, identifying potential and supporting leaders at all organisational levels.



Medical Leaders

Clinical & Operational Managers

Nurses & AHP

KSF for NHS Professionals

Competency Framework	
Personal Qualities	
Communication	M
Self Awareness and Impact on Others	M
Relationship Building	M
Personal / Professional Development	M
Leadership and Inspiring Others	M
Personal Integrity	M
Influencing Skills	O
Delivering the Service	
Team Working	M
Change Management	M
Governance and Risk Management	O
Patient / User Focus	O
Financial Awareness	O
Setting the Direction	
Intellectual Flexibility and Decision Making	M
Strategic Awareness	M
Political Astuteness	O