Accelerated Director Development Scheme Cohort 5

Assessment and Development Process

Candidate Self-Assessment Form B

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| **Your Name:** |  |
| **Date Completed:** | DD Month YYYY |

Add copyright statement.

**Welcome and introduction to the ADDS nominee self-assessment process.**

Congratulations on being identified as a high potential leader within your organisation and nominee for ADDS Cohort 5.

Your CEO/MD has agreed to act as your sponsor to undertake the assessment and development process.

Your self-assessment is an important part of the overall assessment process and, is intended to help you prepare for the assessment and development centre (ADC). We anticipate this form will take circa 2 hours to complete. The information you provide will not be formally scored but used as part of the assessment process in the following way:

* By your lead assessor to help them prepare for, and individualise your interview during the assessment and development centre
* Your self- assessment evidence will be referred to during the calibration process when decisions are made on your readiness for ADDS.

The **Executive Director Success Profile** underpins the ADDS assessment and development process. The Success Profile sets out the competencies, experiences, traits and drivers required to be successful at Executive Director level. The profile will help you understand the role and, help you determine whether you have the potential and aspiration to be an Executive Director within the next 9-24 months.

Please be aware that you will not be required to provide evidence that you meet the whole of the Success Profile. You are being asked to demonstrate in your self-assessment that you:

* Understand the role of an Executive Director
* Evidence the experience criteria. Section 1 below
* Have the aspiration and potential to take on such a role within 9-24 months. Section 2 Below
* Understand the strengths you can bring to the role and your areas for development to be met by your participation in ADDS. Section 3 Below

Thank you for providing the information requested in this self-assessment. We look forward to meeting you at your assessment and development day on **1st February 2020**

**Please complete and return your self- assessment, along with your other forms by e-mail to** **your** **organisation’s Workforce Lead by 2nd December 2020**

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| 1. EXPERIENCES
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Thank you for the information you provided in the nomination form. We would like to capture some more specific information in a number of areas. We expect that most of these experiences will be work related. However, if you feel you have significant, related experiences from your personal life (e.g. NED for a large charity) then you may refer to them where relevant.

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| **Experience Type** | **Evidence of experience – please be as specific as possible (max 250 words for each section)** |
| **Driving Change**Experience of delivering end to end change and improvement in a service or function with scale and complexity:  Experience of having led transformation or organisational development with evidence of tangible results. For example, leading the set-up of a new function, leading changes to an end to end process to improve results*.*  |  |
| **Leading Leaders**Leading multiple teams/ leading individuals that manage complex service areas: This may be through the direct management of multiple teams or through providing leadership (if not direct management) and engaging the workforce across a multiple groups/teams.  |  |
| **Budget Management**Experience of managing complex budgets, carrying the eight of the responsibility and the ability to ensure the whole adds up.   |  |
| **Diversity and inclusion**Building a more inclusive and compassionate culture: Experience of having led or collaborated in work to improve diversity and create an inclusive, compassionate culture which is also focussed on learning not blaming. |  |
| **Performance Improvement**Experience of delivering performance improvement in a service or function: Experience of having turned around an underperforming service or function to deliver improvement of patient/service user outcomes |  |
| **Systems Working**Having a health and social mindset:An awareness of the broader health and social care system and how those bodies each contribute to patient and service user care. |  |

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| 1. ASPIRATIONS (Drivers)
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**As an aspirant Executive Director, what would you like to accomplish during ADDS?** (no more than 200 words)

**What impact do you want to have as an Executive Director?**  (no more than 200 words)

**What challenges might you need to overcome?**  (no more than 200 words)

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| 1. STRENGHTS AND AREAS FOR DEVELOPMENT
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**What strengths have been consistently observed in you, either through self-reflection or by others that demonstrate your potential for an Executive Director Role?**  (c. 250 words)

**What do you see as your key development areas in relation to Executive Director level that you hope to address through ADDS?**  (c. 250 words)

**What attributes have you improved upon over the years?**  (c. 250 words)

**Please complete this assessment form and return it your Workforce Lead along with your Nomination Form A, and Equal Opportunity Form C by 2nd December 2020**