



Organization Survey Findings

LEAD 2016 : Annual Leadership Offsite

This survey measured 4 elements of team and organization health across 2 clusters

2 CLUSTER

1

Alignment

Are people in this team / organization aligned around MHC's vision, strategy, culture and values?

2

Execution

How does this team / organization perform essential tasks with its current capabilities and motivation level?

LEADERSHIP TEAM & ORGANIZATION

4 HEALTH ELEMENTS

1

Leadership

Vision and direction, Role modelling, Trust, Decision making, conflict resolution, and Collaboration

2

Culture & Climate

Values, Honesty and transparency, Consultative environment, Focus on efficiency/productivity, Creativity

3

Coordination and Control

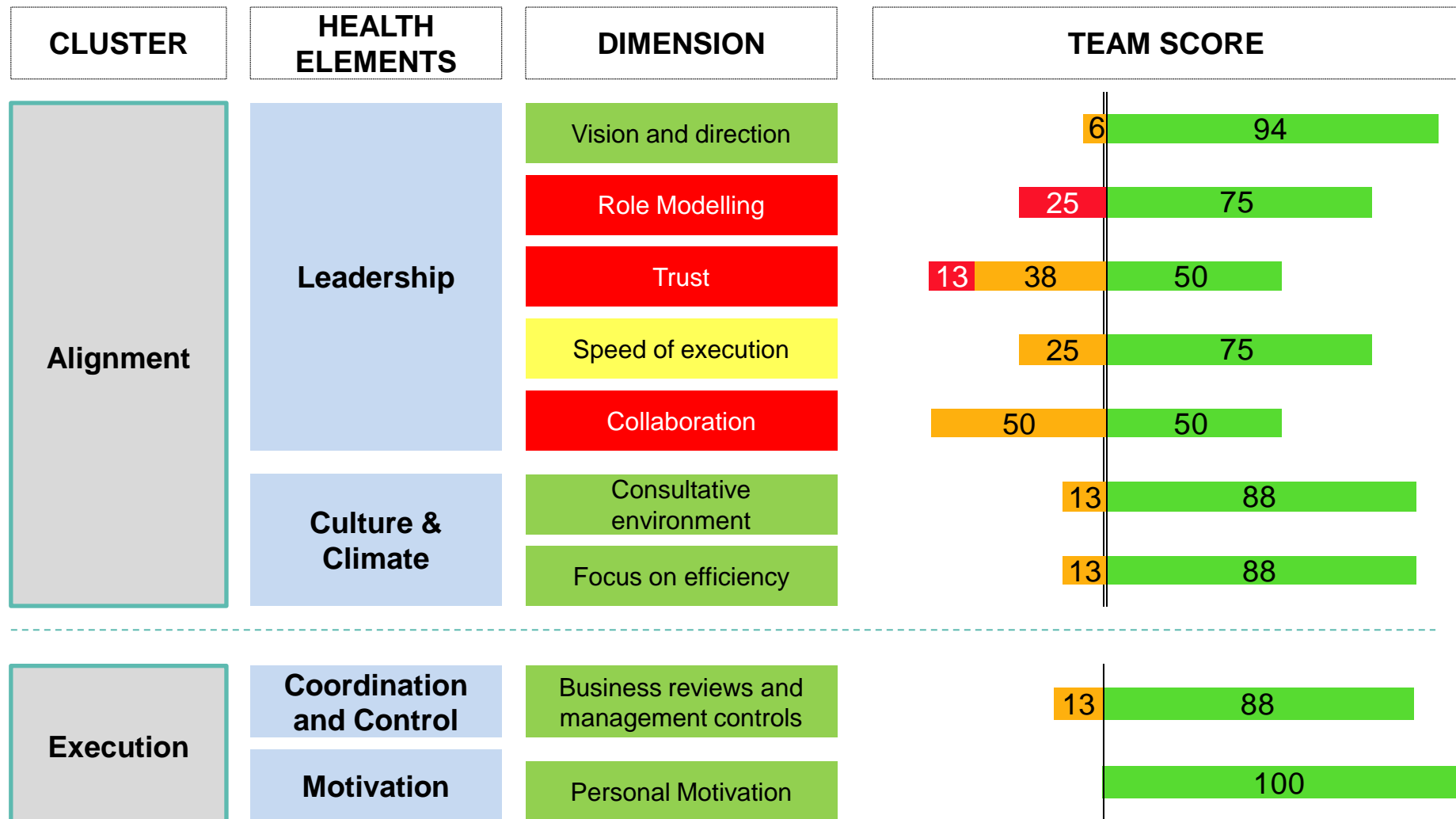
Business performance reviews, Performance management systems

4

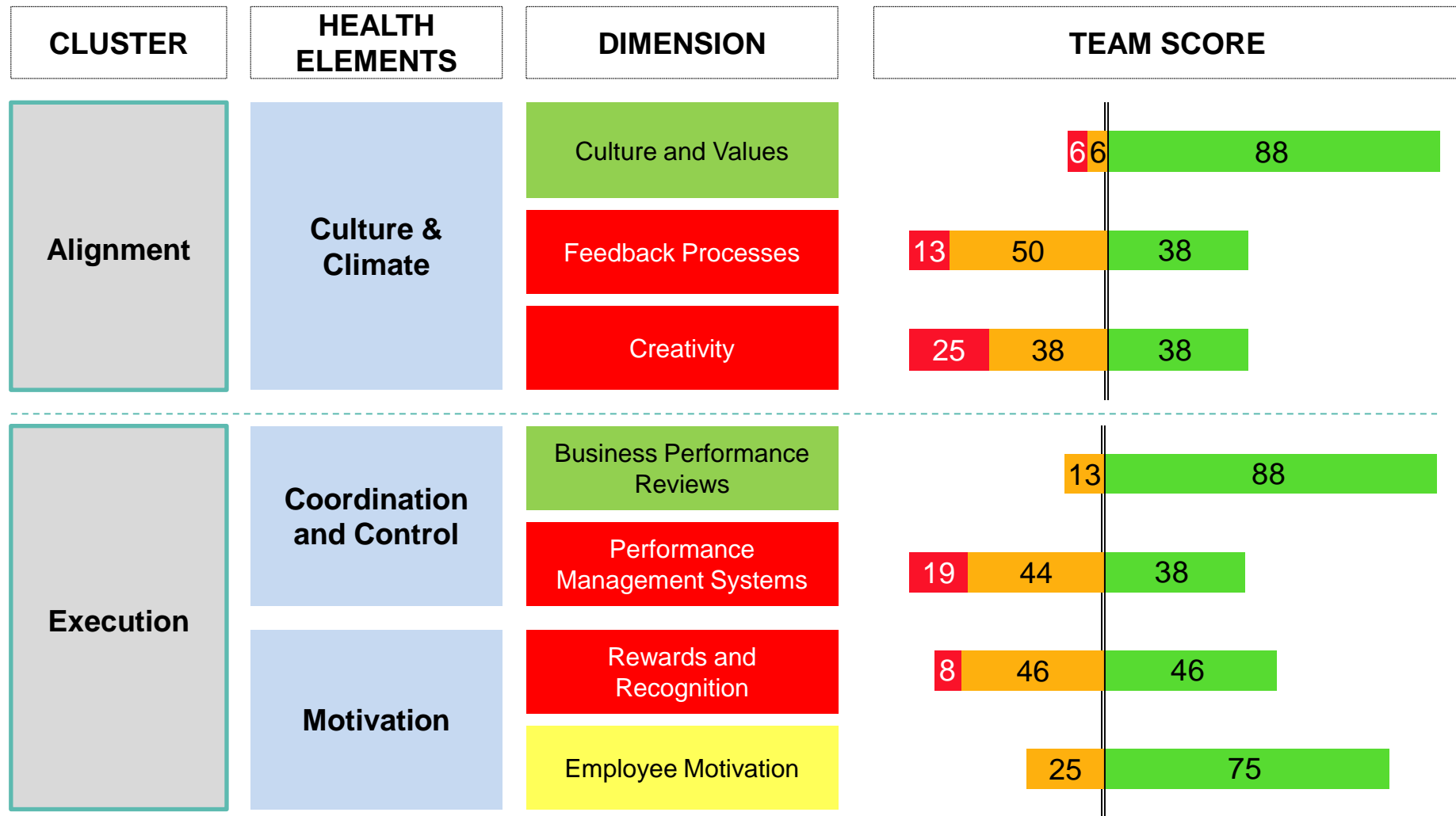
Motivation

Rewards and Recognition, Motivation

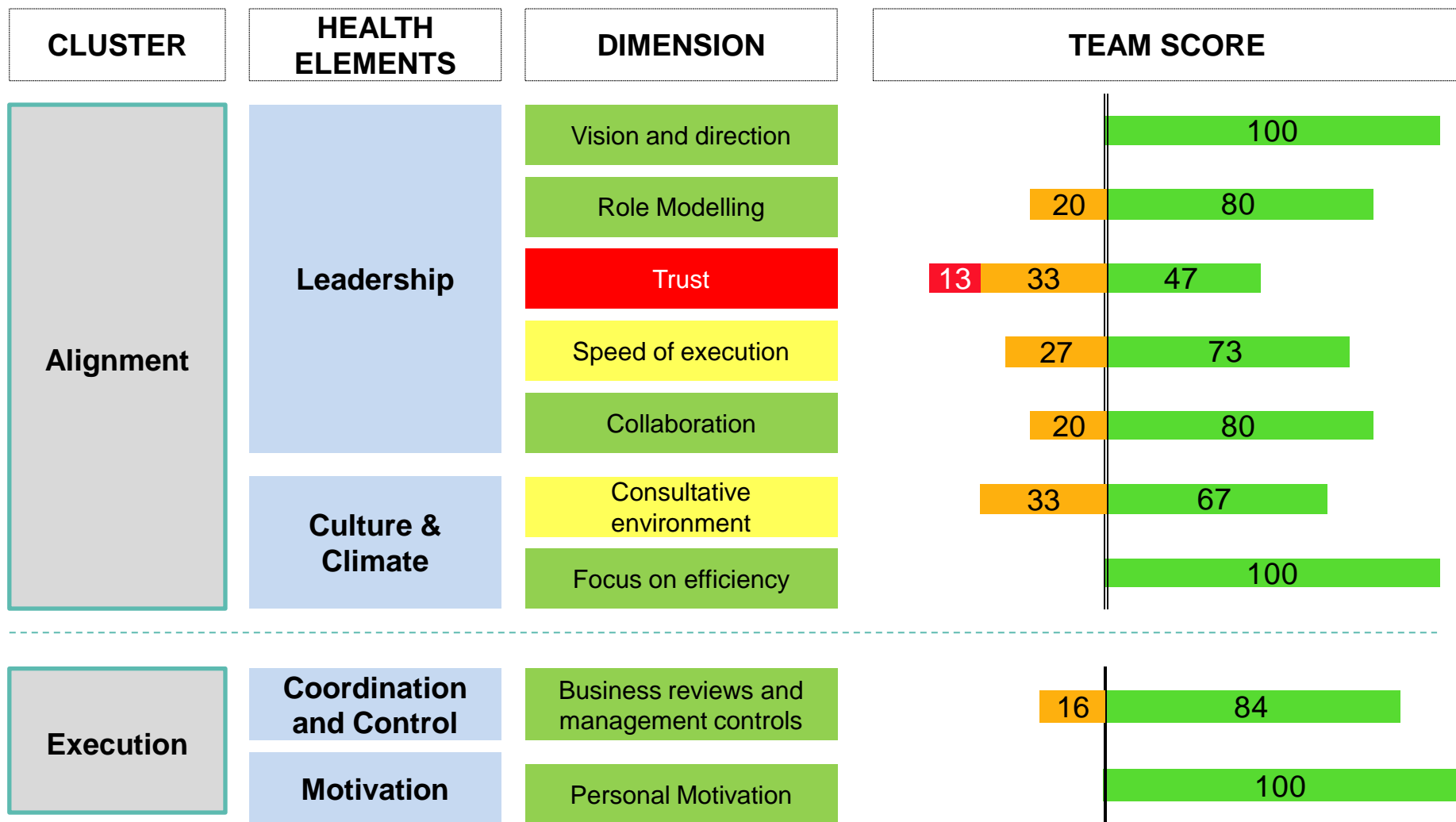
Gaps in Leadership health leading to weak alignment



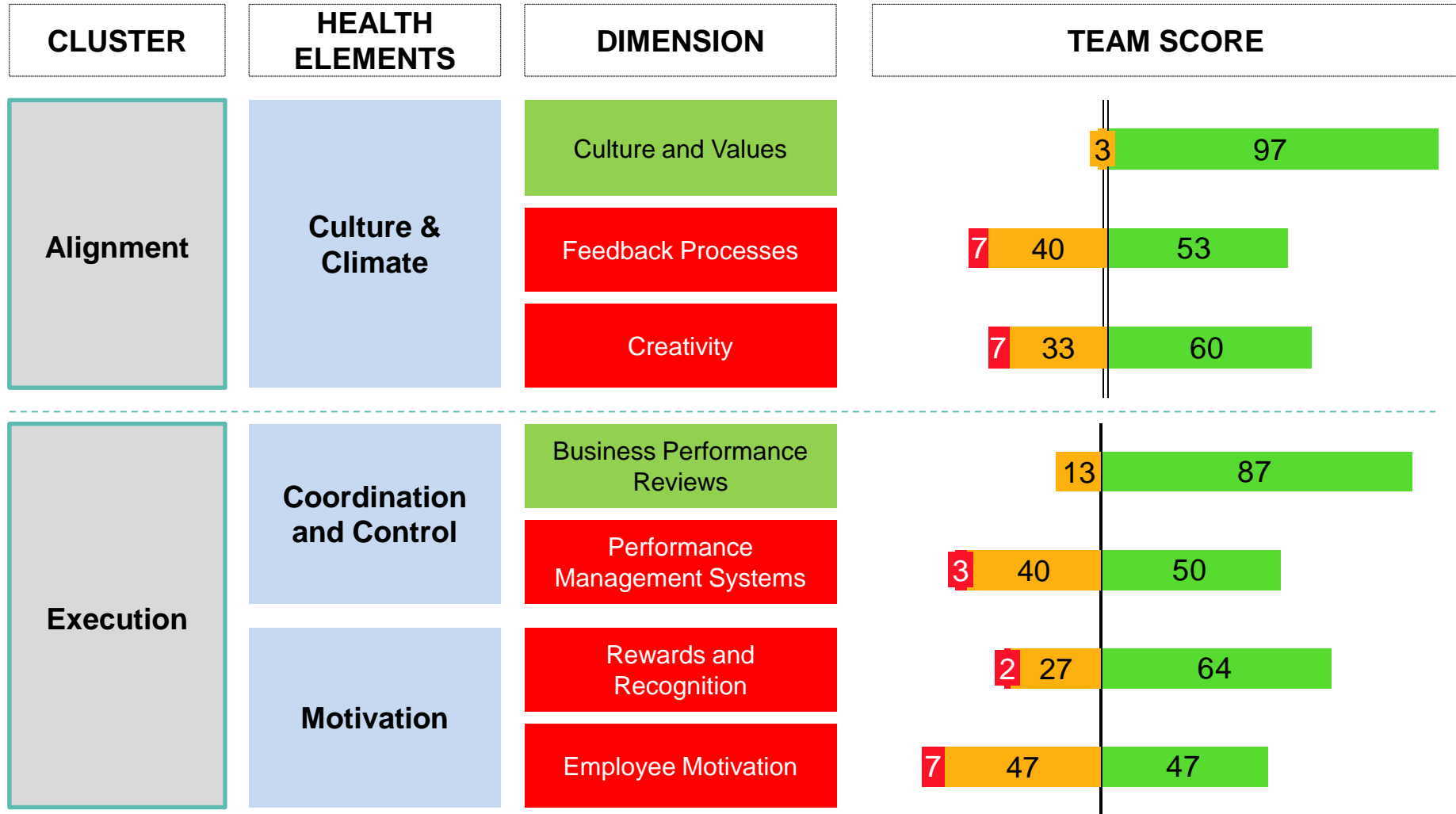
Gaps in performance management systems and culture resulting in below potential execution at organization level



Gaps in Leadership health leading to weak alignment



Gaps in performance management systems and motivation resulting in below potential execution at organization level



What are the top 3 “High Leverage Change Projects” we need to embark on together to realize the full potential of MHC as a whole?





MAX
HEALTHCARE
Care for life



What is your Grandest and most positive Vision for MHC in 2020?





MAX
HEALTHCARE
Care for life



End