



2016 Leadership Appraisal

Appraisal Score

Overall Score: ~~87.5%~~

Name: Steve Apigo

Supervisor Name: Stewart, Anne M

Employee ID: ~~15867~~

Person Type: Employee

Job Title: Director Emergency
Nursing

Department: EC Admin - GP

Division: 3

RC: 72510

Legend: The following are Management Competencies:

Manages Business Operations, Focus on Customer, Manages People, Manages Finances.

Quality and Safety (30%)

Employee Score: ~~20~~ Manager Score: ~~40~~ (30%)

Competency	Rating Scale	Employee Score:	Manager Score:
Manages Business Operations (10%)	Commendable	20	40 (33%)
Manages Meaning through Effective Communication (10%)	Commendable	20	40 (33%)
Thrives in Ambiguity (5%)	Fully Effective	20	20 (17%)
Demonstrates Bias for Action (5%)	Commendable	20	20 (17%)

Quality and Safety Overall Comments

people connect with the availability and presence.

-Steve took over a difficult group - the EC to IP Throughput Project - at a time when we were dealing with a rather difficult corporate employee. He did not allow he to stream-roller the GP team and worked with the IP leadership to make the best of the situation. We continue to work on this project.

Per CNO:

Agree with above.

Steve has been key in the improvement of our patient flow from EC to IP. He inherited a team that was breaking down and he was a bridge that brought the group to a place of mutual cooperation and respect. Steve attended IP unit

Steve manages employee performance and behavior in a manner consistent with "Just Culture" principles. Steve has been faced with some significant employee situations this year and I appreciate that he comes for guidance. Employee relations is critical to the success of a leader and a department and I think it is great that Steve looks to a more seasoned leader for support and direction. He

Due:**Completed:**

08/31/2016

Title: Initiate Unit Based Council
Developing**Due:****Completed:**

Title: Improve Press Ganey
Work in progress**Due:**

12/31/2016

Completed:

Title: Administrative ManagerSteve was promoted to Director (skipped
AM)**Due:****Completed:**

04/04/2016

Development Plan**Development Objectives**

Self: Title:**Title:**

New Goals**Goals****Weight****Self: Title:** Begin Masters program MBA**Due:****Self: Title:** Become member of ACHE**Due:****Self: Title:** Become Certified Executive**Due:****PERFORMANCE SUMMARY****Summary Score****Score:** 3.7 / 5.0 (74%)

This is the overall score, calculated using the ratings, scores, and weights in the form above.

Result Achieved**Score**

Role Model	4.5 - 5.0
Commendable	3.6 - 4.4
Fully Effective	2.8 - 3.5
Developing	2.0 - 2.7
Fails To Meet	1.0 - 1.9

Quality and Safety**Score:** 4.0 / 5.0 (80%)**Service****Score:** 4.0 / 5.0 (80%)