

Video clip #VM.029

The odds of success calculator and online leadership alignment tool.

Odds of Success Calculator



Right People, Right Roles



Probability of Success Tool Considers the Following

1. Department - Function or Role Complexity – **5 criteria**
2. Leadership Talent - Demonstrated Capability – **7 criteria**
3. The Odds of success compared to thousands of Healthcare Leaders, Directors and Front-line Managers

You receive an 15 page report that outlines the research and performance likelihood



RPR
Right People, Right Roles

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A general explanation of the leadership alignment challenge for HC.
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How to Interpret the Leadership Alignment Assessment:

- There are three overall performance zones of success. The green zone represents excellent leadership alignment (talent level and complexity) with high odds of success (3 to 1 likely to succeed). The red performance zone represents unlikely leadership alignment with very low probability of success (3 to 1 likely to fail). Finally, the yellow zone represents poor alignment with odds of success between 40% and 45%.
- "A" and "B" level leaders exhibit high odds of success when appropriately assigned to departments that do not exceed their threshold of complexity (degree of difficulty DoD).
- "C" and "D" level leaders have very low odds of success when assigned to lead in any position.
- When leadership talent is appointed to the appropriate level of complexity (Degree of Difficulty), the odds of success are stacked 3 to 1 in your favor. When out of alignment, the odds of success are stacked 3 to 1 against.
- The average organization matches the right leadership talent level with the manageable degree of complexity only 55% of the time. This contributes to more "sub-optimized performance" than any other single factor.

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Leader Success Rates Considering Talent & Degree of Difficulty (DoD)

Odds of Success

Demonstrated Leadership Ability (Talent) Level

Page 6.

The Leadership Alignment and Odds of Success for the Leader Evaluated Is as Follows:

Leadership Capability Level: **"B" Level III Leader (between 16 - 21pts.)**

Complexity Level (Degree of Difficulty): **High DoD (between 9 - 14pts.)**

Odds of Success: **45%**

Poor Alignment

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Leader Success Rates Considering Talent & Degree of Difficulty (DoD)

Odds of Success

Demonstrated Leadership Ability (Talent) Level

What does the Leadership Alignment with 45% odds of success mean?

Approximately 45 out of every 100 "B" level managers assigned to a HIGH complexity role would be successful in creating good overall performance.

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Leader Success Rates Considering Talent & Degree of Difficulty (DoD)

