



Precision Leader Development™

Turning Strategy Into Performance

What do leaders really want?

People tend to stay with a company when they are invested in through skill building and career development. But, for talent development to be impactful, it must be personalized to consider an individual's potential, the skills needed in their role, and their work experience.

According to Global Leadership Forecast's 2023 Study of 1,827 HR professionals and 13,695 leaders from 1,556 global organizations, leaders who get quality coaching from their manager are:

- **4.3x more likely** to feel they have a clear development path as a leader
- **2.7x more likely** to feel accountable for being an effective leader
- **1.5x less likely** to feel they have to change companies to advance

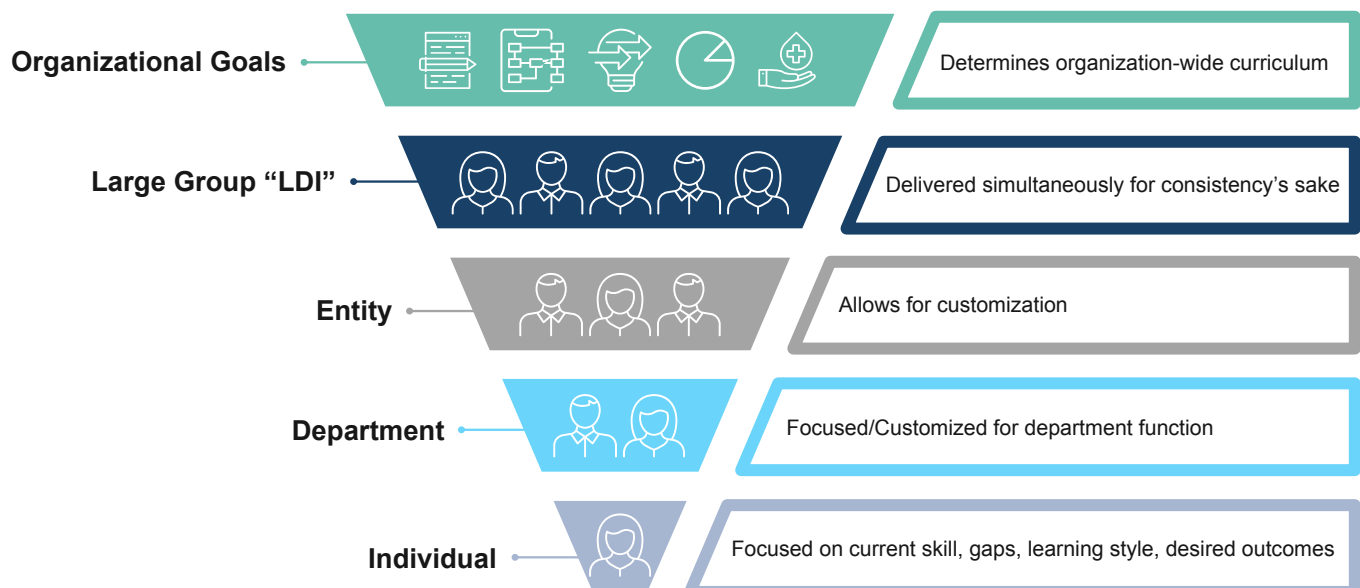
Development Dimensions International, Inc. 2023. Global Leadership Forecast 2023.



Through Precision Leader Development, I have honed my ability to lead with vision and integrity. The practical strategies and tools provided have empowered me to navigate complex organizational challenges with confidence and poise. I have learned to inspire and motivate my team, fostering a culture of collaboration and excellence that has significantly improved our service delivery and patient outcomes.

- VP of Ambulatory Services

Traditional talent development considers the goals of the organization, the entity, and the department, but rarely focuses on the individual learner. Precision Leader Development narrows the scope to look at the individual work experience, learning style, and talents through the lense of your organizational goals.



Precision Drives Performance

Precision Leader Development (PLD) is a customized approach that adapts skill building and career development to identify a person's strengths and opportunities for improvement based on their experience, work setting, learning style, and natural talents. This coaching methodology goes above and beyond off-the-shelf talent development to turn your organization's strategy into optimized performance.

We start from the top, understanding your goals and setting the direction for leaders. Then, we narrow the outcomes down to an individual level to understand the actions, skills, and resources each individual needs to achieve those objectives. When development is consistent across every level of the organization, it sets the foundation for ongoing performance improvement.

The goal of PLD is to provide the right development at the right time to help a leader achieve their and the organization's desired outcomes.



**INCREASE
LEADER RETENTION**



**BUILD A CULTURE OF
TRUST AND BELONGING**



**ACHIEVE & SUSTAIN
ORGANIZATIONAL GOALS**

How PLD Works For You



We'll work with your senior leaders to determine what skills are needed to meet your organizational and department-level goals and then assess each individual's strengths and opportunities in those areas. Results are determined based on a gap analysis between self-ranking and direct supervisor ranking.



Based on the results, macro themes are identified and prioritized for organization-wide training (LDI). Micro themes are identified, prioritized, and categorized for the individual's development plan (IDP).



Leaders work with their direct reports to develop OSAR reports (Outcomes, Skills, Actions, Resources) based on identified gaps to determine the skills needed to reach their development goals and leverage internal and external resources to achieve them.



HPSG provides ongoing coaching, resources, and organizational support.

About


Healthcare Plus Solutions Group

Healthcare Plus Solutions Group (HPSG) was founded by Quint Studer and Dan Collard in 2022 in Pensacola, Florida. Powered by a team of healthcare industry and talent management experts, HPSG specializes in delivering Precision Leader Development™ solutions to healthcare organizations across the continuum of care and their teams. With tightly customized services that look at the whole health of an organization, HPSG works closely with its partners to diagnose their most urgent pain points, design smart, collaborative solutions, and create a plan to execute in a way that delivers measurable results. With partnerships across the country, HPSG’s primary mission is to have a positive impact on those that receive care and those that provide care.

What You’ll Receive

- Leader Skills Assessment and gap analysis diagnostic tools
- Organization-wide skill building curriculum (based on identified macro themes)
- Personal retention plan to support development conversations
- OSAR report and learning resources for identified skill gaps
- Skill building roadmap for optimized performance improvement
- Ongoing precision coaching and development

Deliverables and timeline to be determined based on organizational needs.



Leader Skills Assessment

The Leader Skills Assessment is a two-part assessment process designed to identify areas where leaders may need additional support and training as well as highlight areas of strength that can be leveraged for further success.

1. Complete a self-assessment by rating your perceived current skill level on a scale of 1-10 for each of the leadership skills identified below.

2. Your direct supervisor will complete a rating of the perceived current skill level on a scale of 1-10 for each of the leadership skills identified below.

3. You and your direct supervisor will collaborate to develop an individualized development strategy based on the results.

	SELF RATING	DIRECT SUPERVISOR RATING
Employee name: _____	10 = Strength, highly skilled, could teach the subject	1 = Opportunity, not skilled, almost no knowledge about the subject
Supervisor name: _____	CURRENT SKILL LEVEL Rate as 1-10	CURRENT SKILL LEVEL Rate as 1-10

Get started today

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