



Assessment Feedback Report

STRICTLY CONFIDENTIAL




Example Report

Report produced on:
xx/yy/zz

NTU Succession Planing Assessment Data Summary

Example Report

Key to assessment ratings:







-  Easily ready in 2 years
-  With appropriate development, ready in 2 years
-  More than 2 years to be ready


Key to alignment of data sources:





- H** = all, or all except one, data sources aligned on the same assessment rating
- M** = two or more data sources at each of two ratings eg. 2 'amber' and 2 'green'
- L** = one or more data sources at each of the three assessment ratings





Overall Readiness Rating



Accountabilities	Alignment of data sources	Overall assessment
Creation and implementation of functional vision and business plan for part of an organisation / function >£5m	H	
A2	H	
A3	H	
A4	L	
A5	H	
A6	H	

Qualifications	Alignment of data sources	Overall assessment
Masters or higher degree in subject relating to area of specific Dean Role	H	

Skills & Knowledge	Alignment of data sources	Overall assessment
Thought Leader in own discipline – acknowledged and recognised by peers, staff & customers as leading in your field	H	
SK2	H	
SK3	H	
SK4	L	

Competencies	Alignment of data sources	Overall assessment
Entrepreneurial and commercial thinking	H	
C2	H	
C3	H	
C4	L	

Likely Strengths

- Creating and implementing a functional vision and business plan for part of an organisation / function >£5m.
- Operational Development & Change - Driving and delivering operational developments, organisational change and cultural shifts in organisational operating units.
- Leading individuals and teams - Including talent management, recruiting, coaching and developing key staff.

Potential Development Areas

- Making informed decisions - Analyses problems and uses a range of means to make well-informed decisions.
- Decisions linked to delivery
- Communicating and Influencing
- Leading and managing Quality Programmes and Services - Leading & managing the development & delivery of high quality, cost effective teaching & research programmes and services in a complex, organisation.
- Thought Leader in own discipline – acknowledged and recognised by peers, staff & customers as leading in your field.
- Customer focus