

# CERTIFIED HEALTH EXECUTIVE PROGRAM



## CHE LEADS 360 Assessment Overview

CANADIAN COLLEGE OF  
HEALTH LEADERS  
CHE Program



COLLÈGE CANADIEN DES  
LEADERS EN SANTÉ  
Programme LCS

[www.cchl-ccls.ca](http://www.cchl-ccls.ca)

# LEADS 360 ASSESSMENT OVERVIEW

## *What is a LEADS 360 Assessment?*

The LEADS 360 Assessment is a feedback process primarily for development purposes. It focuses on leadership and takes the capabilities identified in the *LEADS in Caring Environment* [capabilities framework](#) and identifies sentinel behaviors that would be exhibited by front-line, mid-level, senior, or executive level leaders. There are approximately fifty-five questions, each on a seven point rating scale, plus a number of optional open-ended text responses.

The LEADS 360 Assessment provides leadership feedback from several perspectives and provides participants insight into how their leadership is interpreted by others.

The LEADS 360 Assessment requires a debriefing by a CHE Program Coach (a certified LEADS Coach). Research shows that the debriefing of LEADS 360's by a certified coach, linking the dialogue to action learning and supporting participants in their learning increases leadership effectiveness. The outcome of the LEADS 360 Assessment debriefing is a Leadership Development Plan which is the next component in the CHE Select Program.

The process uses web-based software that securely stores data in Canada. The individuals providing feedback to a candidate are identified by the candidate. The individual and the responders receive a confidential, personal access password to complete the online process. This normally requires twenty to thirty minutes depending on the amount of text an individual wishes to include.

## *About the CHE Program Coaches*

CHE Program Coaches are required to be certified LEADS Coaches for a minimum of one year prior to becoming a CHE Program Coach. Certified LEADS Coaches are licensed at the ACC level of the International Coaching Federation (ICF) certification or equivalent (60 hours of coach training followed by 200+ hours of direct coaching experience). To become certified as a LEADS Coach, completion of the following is required:

- Attend two (2) x two-hour training webinars on:
  - LEADS Individual Debrief training and process orientation
  - LEADS Aggregate Report interpretation
  - Review of the LEADS Coach consultant policy and procedures
- Sign and submit a LEADS Coach licensing document
- Submit their biography and photo for posting on the LEADS Canada website.

Eligible certified LEADS Coaches are invited to certify as CHE Program Coaches and are required to participate in a one hour CHE Program Coach training webinar, geared for the CHE Select Program.,

Upon completion of the training webinar, CHE Program Coaches enter into a licensing arrangement with the CCHL to provide services based on the training and commitments that include:

- The legal and ethical obligations of codes of ethics of the [International Coach Federation](#) and the [Canadian College of Health Leaders](#);
- Certification Renewal **every two (2) years** to provide them with the most updated debriefing practices, tools and materials.

## ***Individual Debriefings***

In an individual debriefing, the CHE Program Coach provides up to 90 minutes of coaching and debriefing, within the LEADS framework, of the LEADS 360 Assessment report per candidate via telephone or video conference. The completed LEADS 360 Assessment reports are delivered securely and electronically to the participant and the Coach.

Upon completion of the individual debriefing, candidates will understand their strengths and identify their learning edge along with at least one action item that would move them forward on their journey to mastery.

## ***LEADS 360 Assessment FAQ***

Click here for [FAQ](#)

## ***Contact Us***

For more information about the LEADS 360 Assessment process, please contact us at 1-800-363-9056 Ext. 211 or by email at [leads@cchl-ccls.ca](mailto:leads@cchl-ccls.ca)