

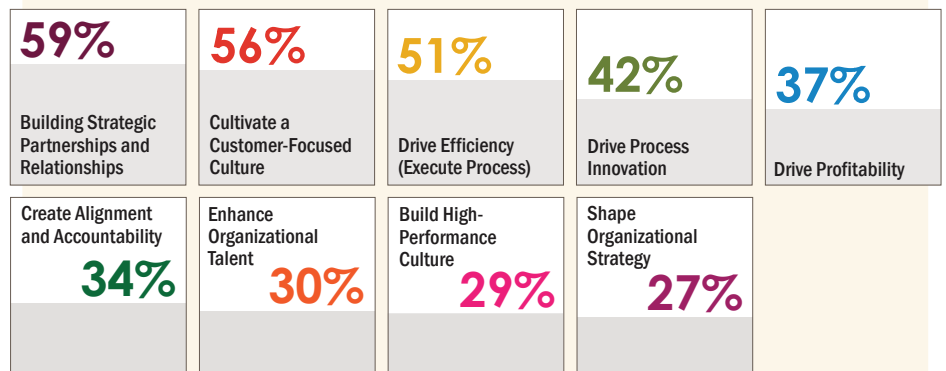
# Healthcare

The healthcare industry is grappling with tremendous uncertainty and massive changes in regulation, competition, delivery, consumerism, technology, and operations. Alongside these radical transformations, organizations across the continuum of care face increasingly higher standards with the industry's Triple Aim focus on population health, patient experience, and cost reductions.

## What Assessment Data Shows About Leaders

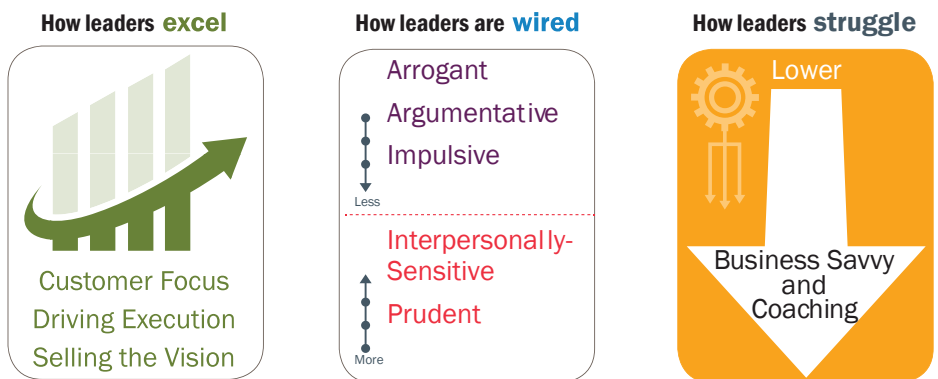
### Top Leadership Challenges

Percentage of leaders in the industry who are ready for these challenges.



### Current Leadership Capability

Strengths and gaps of healthcare leaders.

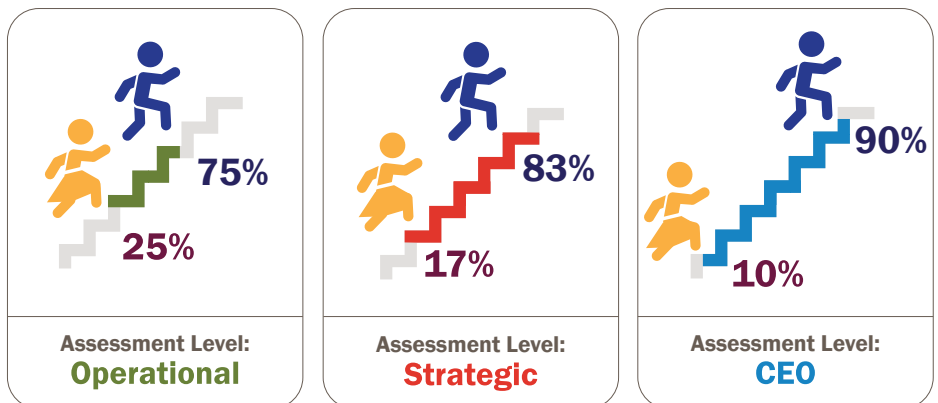


### Gender Gap

Percentage of leaders assessed across levels.

Assessments represent investment and the ratio of men to women chosen to participate is a reliable indicator of gender diversity.

■ Male ■ Female



# How Healthcare Compares to Other Industries

## Weaker than other industries in:

- Leaders who take decisive action without always having clear direction and certainty
- Leaders who are effective despite constant surprises and a lack of predictability
- Leader confidence in “taking calculated business risks”
- Annual turnover rate across all leaders (20% vs 11% in other industries)
- Using a systematic process to identify the quantity and quality of leadership required for future business success (20% vs 38% for others)
- Organizational investment and support for initiatives focused on women leaders
- Leaders having high-quality, effective development plans (12% vs 26% in other industries)

## Stronger than other industries in:

- Leader readiness for the following CEO challenges: “corporate brand/reputation,” “government regulation,” and “sustainability”
- Using formal programs to ensure smooth leadership transitions at all levels (32% vs 22% for others)
- Using data to design and optimize leadership initiatives that match the organization’s long-term business strategy
- Gathering efficiency metrics or participant/candidate reactions to leadership programs.
- Capturing results metrics tied to leadership programs
- The percentage of leaders that are Millennials (30% vs 21% for others)
- The percentage of women leaders (60% vs 30% for others)

## Summary Insights

Your leaders are the gateway to your Triple Aim goals of improving population health, patient experience, and cost reductions. Leaders in the healthcare industry have an opportunity to make a difference by:

- Enhancing organizational talent and building a high-performance culture that’s focused on exceptional patient service
- Strengthening their own skills in driving change and managing ambiguity
- Developing the next generation of healthcare leaders who will work in a world of constant change



### Global Leadership Forecast 2014 | 2015 [www.ddiworld.com/glf](http://www.ddiworld.com/glf)

The Global Leadership Forecast 2014 | 2015 report—a joint effort of DDI and The Conference Board— includes survey responses from 13,124 leaders; 1,528 global human resource executives; and 2,031 participating organizations.



### High Resolution Leadership [www.ddiworld.com/hirezleadership](http://www.ddiworld.com/hirezleadership)

High Resolution Leadership is DDI’s proprietary big data compilation involving over 15,000 leadership assessment participants from more than 300 organizations, 20 industry sectors, and 18 countries.

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World Headquarters: +1 412.257.0600 | [info@ddiworld.com](mailto:info@ddiworld.com) | [www.ddiworld.com/healthcare](http://www.ddiworld.com/healthcare)