



Leadership Development Services

IMA Consulting's Leadership Development services combine enrichment expertise with proven clinical, hospital operations, and business acumen. Our experts pinpoint competencies which when developed further enrich your manager's skill sets and lead to improved organizational outcomes.

Competency Assessment

- Comprehensive, research validated and reliable Nurse Manager competency assessment tool
 - Web based, electronic format
 - Suitable for 360 degree implementation
 - Aligns organizational priorities and enrichment approaches
 - Defines gaps between importance and performance
 - Result interpretation at organization, department, and individual levels
 - Organizational cultural survey, optional

Enrichment Surveys

- Development Programs
 - Web based, self paced learning
 - Instructor led Webinars
 - On-site presentations
 - Leadership mentoring and coaching

Why measure manager competence?

- Strengthen performance. Effective managers
 - Improve employee satisfaction and retention
 - Create a positive work environment
 - Impact clinical quality, service, and financial performance
 - Enhance staff ability to manage stress
- Engage managers; retain management talent
 - Identify high performers with leadership potential
 - Align talent with organizational priorities
 - Achieve higher levels of engagement and accountability
 - Recognize effective managers
- Enable competitive advantage
 - Use objective data to prioritize learning and education programs
 - Effectively manage costs associated with leadership development
 - Build talent, improve the bottom-line

Investing in leadership development supports succession planning, assures excellence in leadership and strengthens organizational performance.

IMA Consulting stands uniquely qualified to assist hospitals to assess manager leadership development.