



**REAL WORLD
GROUP**

Real World Group 

**Board Leadership
& Governance**

360 NHS

DIAGNOSTIC TOOLS

Real World Group's Board Leadership and Governance 360 (Board 360) has been the subject of HSJ articles and the King's Fund Leadership Review – demonstrating that it assesses Board functioning that improves care, safety and quality.

The Board 360 provides true multi-source feedback for increasing the effectiveness of your Trust Board. Available in customised versions for different types of organisation (e.g. Acute, FT, Community, etc) it measures critical dimensions of Board activity and behaviour that ensure they are demonstrating the important:

- Governance competencies
- Engaging leadership behaviours
- High-performing team dynamics.

Board members assess their effectiveness as a collective and select reviewers to provide them with feedback from key groups with whom they interact. These typically include partner organisations, senior clinical and non-clinical managers who report to them, governors, and others.

The Board 360 also provides Boards with critical information about the impact their behaviour is having on those who report to them, and other key stakeholders – in terms of:

- Increasing or decreasing engagement and positive attitudes to work
- Increasing confidence

Benefits of using the Board Leadership & Governance 360 (NHS version)

Real World Group's Board 360 enables you to enhance leadership that has a direct impact on quality, safety, care and performance of the Trust by providing your Board with a thorough understanding of how effective they are and how to become more so.

The leadership factors assessed have been proven to have a direct impact on the productivity and engagement of employees in the wider Trust. They contribute to these outcomes by reducing job-related stress and absenteeism, and increasing motivation, satisfaction, commitment and self confidence among your employees.

Feedback data are presented for the Board as a whole, rather than for specific individuals. This means that your Board is provided with non-threatening data in a clear report.

The standard Board 360 package includes:

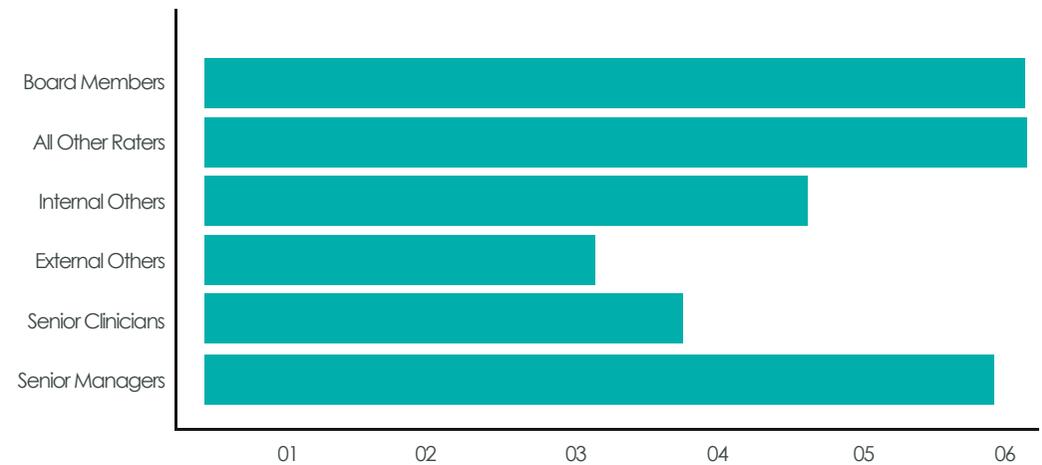
- An introductory workshop to underline the business case and assist with selection of appropriate reviewers
- Guidance through the completion process
- Ongoing updates on completion by others
- A clear, comprehensive feedback report
- An expert-facilitated feedback session to help your Board action plan how to act on the feedback for immediate and long-term gains.

Board Leadership & Governance (NHS) 360 Dimensions



Effective Performance and Risk Management

Regularly review the Trust's strategic direction



SAMPLE GRAPH

