

SELF-ASSESSMENT QUESTIONS FOR AGENCY LEADERSHIP

This assessment is part of a broader [guide](#) for developing strategic workforce plans. It can serve as a practical tool for workforce planning consultants who collaborate with senior leaders, HR, finance, planning and performance staff.

HIRING

What factors affect your ability to recruit and retain mission-critical knowledge and skills?

What factors are affecting retention of high performers?

How effective are current retention strategies? What does data from employee surveys and exit interviews show?

How are workforce attitudes (e.g., factors affecting job satisfaction, level of engagement in the workplace, loyalty to employer) expected to change, and what impact do you expect those changes to have on your agency?

DEVELOPMENT

What information, resources and technology must employees have to be successful?

How well are managers prepared to coach employees for new opportunities and career growth?

How well are individuals identified, assessed and developed for leadership positions?

What forms of training and development are needed to teach mission-critical competencies in the next three to five years?

PERFORMANCE

How does your current employee performance management system enable your workforce to be successful?

How effective are your supervisors at dealing with poor performance?

How well do managers provide formal and informal recognition?

How well do leader hold managers accountable for managing people?



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