



CEO Probationary Performance Review Survey Results – July 2015

STRICTLY PRIVATE AND CONFIDENTIAL

Performance Rating Scale

Rating	Definition
5	<p><b>Exceptional</b></p> <ul style="list-style-type: none"> <li>• A standard of competency/performance/achievement that far exceeds overall requirements;</li> <li>• Ability, initiative and creativity far beyond the normal requirements for the job;</li> <li>• Achievement and influence goes beyond the immediate job;</li> <li>• Behaviour always exemplifies commitment to constructive culture.</li> </ul>
4	<p><b>Highly Commendable</b></p> <ul style="list-style-type: none"> <li>• A standard of competency/performance/achievement that clearly exceeds the overall requirements;</li> <li>• Achievement goes beyond the immediate job;</li> <li>• Looks for opportunities and shows initiative and creativity;</li> <li>• Behaviour consistently demonstrates commitment to constructive cultures and sets an example for others.</li> </ul>
3	<p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• A standard of competency/performance/achievement that meets the requirements;</li> <li>• Developing within the position;</li> <li>• Behaviour demonstrates commitment to constructive culture.</li> </ul>
2	<p><b>Below Required Performance</b></p> <ul style="list-style-type: none"> <li>• A standard of competency/performance/achievement that meets minimum requirements;</li> <li>• Performance improvement is required in some areas (could be new to the role);</li> <li>• Behaviour often falls below the expected standards of a constructive approach</li> </ul>
1	<p><b>Unacceptable</b></p> <ul style="list-style-type: none"> <li>• A standard of competency/performance/achievement that requires significant improvement;</li> <li>• Behaviour rarely demonstrates constructive approach;</li> <li>• Performance is below acceptable levels and improvement is essential.</li> </ul>

	<b>CEO RESPONSIBILITIES</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>TOTAL</b>
1	Demonstrate leadership and vision enthusiastically	4	5	4	5	4	4	4	3	5	38 (4.2)
2	Treats all colleagues professionally and with dignity and respect.	4	4	4	5	4	4	4	4	5	38 (4.2)
3	Seeks and is receptive to other points of view	4	5	4	4	4	4	4	4	5	38 (4.2)
4	Demonstrates integrity and high ethical standards	4	5	4	4	4	4	5	3	5	38 (4.2)
5	Is approachable and available.	4	5	4	5	4	4	4	4	5	39 (4.3)
6	Maintains confidentiality at all times	4	4	5	5	4	5	5	4	5	41 (4.5)
7	Is receptive to and encouraging of positive and proactive change	4	5	5	4	4	4	3	3	4	36 (4.0)
8	Sets a strong example in terms of time management, organization and associated professional standards	4	4	4	5	4	4	4	3	5	37 (4.1)
9	Welcomes and accepts feedback constructively	4	4	4	4	4	4	3	4	4	35 (3.9)
10	Demonstrates thorough understanding of relevant area of professional expertise	4	4	5	4	4	4	4	3	5	37 (4.1)

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11	Motivates and encourages others	4	4	4	4	4	4	4	3	5	36 (4.0)
12	Thinks and acts strategically	4	5	4	4	4	4	4	3	5	37 (4.1)
13	Demonstrates versatility and flexibility in finding innovating solutions to problems	4	4	5	5	4	4	3	3	4	36 (4.0)
14	Possesses a keen eye for process improvement and the capacity to implement changes to this end	4	4	4	5	4	4	4	4	4	37 (4.1)
15	Demonstrates pro-activity, initiative and self direction	4	4	5	4	4	4	4	4	5	38 (4.2)
16	Demonstrates ability to provide unbiased and candid advice	4	4	5	5	4	4	4	3	5	38 (4.2)
17	Demonstrates a genuine passion for community development	4	4	5	5	4	4	4	4	5	39 (4.3)
18	Effectively communicating the Council vision and strategy.	4	4	5	4	4	5	4	3	5	38 (4.2)
19	Monitor complete financial performance of the Council	3	5	5	4	4	4	3	2	4	34 (3.8)
	<b>TOTAL</b>	<b>75</b>	<b>83</b>	<b>85</b>	<b>85</b>	<b>76</b>	<b>78</b>	<b>74</b>	<b>64</b>	<b>90</b>	<b>710/855</b>

CEO RESPONSIBILITIES	1	2	3	4	5	6	7	8	9	TOTAL
<b>Additional Comments:</b>										
	<ul style="list-style-type: none"> <li>• Welcome change in leadership and management;</li> <li>• From what I have observed, Colin is bringing NAC up to speed as quickly as humanly possible. There is a lot of work to do, but he has targeted each area and beginning to gain a foothold. If he continues on this path I can only see good outcomes for our region;</li> <li>• Has only been with us a short time. I can see improvement in many areas;</li> <li>• Finances need more work;</li> <li>• Building and Health need more work;</li> <li>• I have talked with some staff and they all say their jobs are clearly defined. CEO gives them clear direction and helps them achieve their goals. They seem to have more time now to do their job (not doing other things time and again).</li> <li>• Colin was the toughest football player he ever played against (ratepayer);</li> <li>• I think the direction Colin has outlined to Council is very positive, it will however take more time to see the real impact of the reforms Colin has outlined. I would hope to see significant improvements in productivity and processes by this time next year.</li> </ul>									