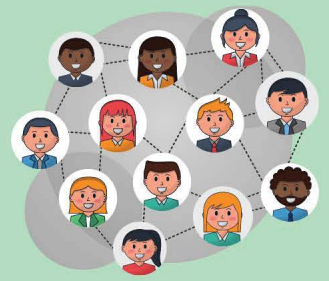




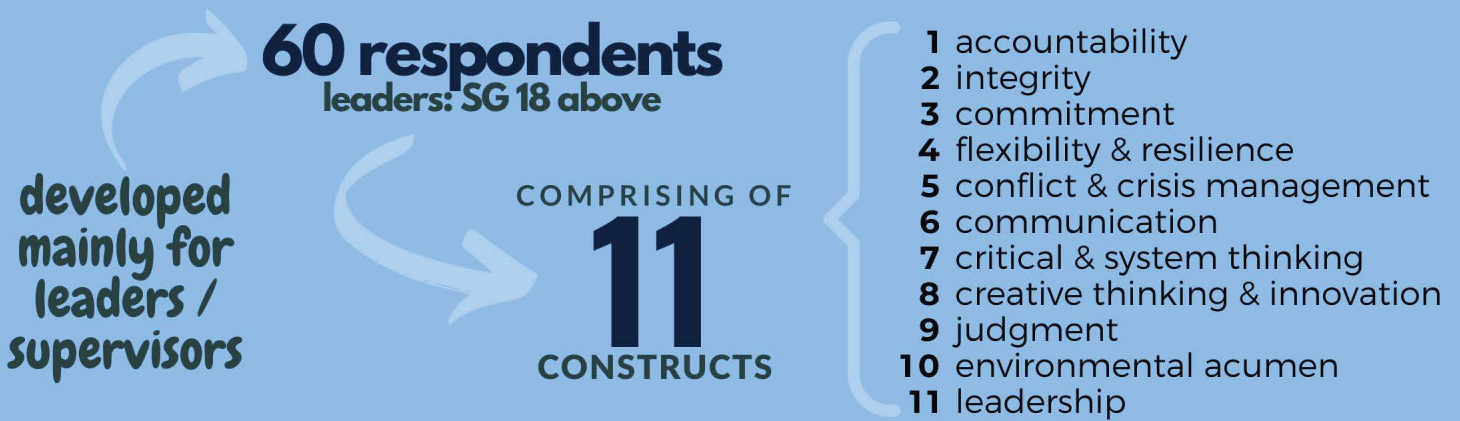
# DETERMINATION OF PHILHEALTH'S LEADERSHIP INDEX USING AN IN-HOUSE DEVELOPED COMPETENCY ASSESSMENT TOOL COVERING ITS FORMAL AND INFORMAL LEADERS AS OF FEBRUARY 2016

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In a pioneering effort to strengthen PhilHealth's strategic Human Resource Management system, two in-house 360-degree feedback tools were developed to assess the competency of its leaders.



## 1 LEADERSHIP COMPETENCY ASSESSMENT (LCA) TOOL



## ALAMIN ANG KAKAYAHAN, PAGBUTIHIN AT PANATILIHIN (AKaPP Tool)

# 2



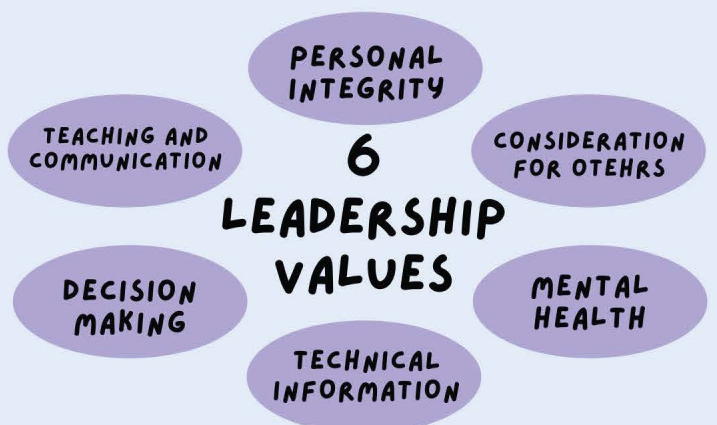
The overall leadership index of PhilHealth based on the AKaPP tool is **PROFICIENT**.

## Leadership Q-Sort Test (LQT)

A standardized leadership test that supplements the AKaPP tool.

**384 PhilHealth leaders nationwide**

COMPUTES FOR OVERALL ATTITUDE TOWARDS LEADERSHIP VALUES



**PhilHealth's overall LQT profile shows that:**

- The average team profile for General Attitude Towards Leadership Values is high which implies that the group strongly adheres to all six values.
- PhilHealth considers all six values important to effective leadership as the persons in the norm group do
- The priority leadership value of PhilHealth is the value of decision-making.

- ★ Both tools are reliable but partially valid tools.
- ★ Competency and values are complementary to each other in looking at leadership values.

★ Literature states that:

*A good leader is both moral and competent.*