



## Employability Learning Network Engagement - Performance Indicators Towards Decision Making Level 4

### Aiming for Decision Level 4

**Equal and open - we have repositioned our processes to accommodate a partnership approach**

	PERFORMANCE INDICATORS TO SUPPORT CONTINUOUS IMPROVEMENT	SUPPORT OFFERED TO ACHIEVE THIS INDICATOR
1	We review our decision making regularly and make adjustments	Support/tools to review and adjust model and process for decision making.
2	Partners have a clear understanding of how decisions are taken in the partnership and are able to openly question the decision making process	Support/tools to devise an induction into the partnership vision, strategy and working principles. Support/tools to develop key questions for partners.
3	We are able to describe the process of decision making in our partnership and are comfortable using various decision making models and tools in our partnership to match context.	Support/tools to devise an induction into the partnership vision, strategy and working principles. Support/tools to broaden the use of decision making tools in the partnership.
4	New partners are requested to give feedback on the decision making experience	Support/tools to devise process for the feedback on decision making experience.
5	Partners are highly motivated to actively adopt change as they listen and respond to each other.	Support to create an environment actively promoting and supporting change and idea sharing. 'How-to improve decision making guide'.
6	Partners understand how they interact with each member. They are able to challenge the thinking of each other and are able to accept challenge from each other.	Workshop on work styles and the effects on individual and team interaction. Support to create an environment actively promoting and supporting challenge.
7	Partners are able to work with others who have varying work styles.	