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| ***Perception of Leadership Capacity***   |  |  |  |  | | --- | --- | --- | --- | |  | **Okanagan** | **Vancouver** | **UBC** | | **2011** | **2011** | **2011** | | % agree that their immediate head/manager treats people fairly | 77% | 74% | 75% | | % agree my immediate head/manager encourages open and honest two-way communication | 75% | 70% | 71% | | % agree immediate head/manager demonstrates a commitment to practices that support diversity | 68% | 67% | 67% | | % agree my head/manager supports my training and development needs | 65% | 66% | 66% |   **Description**  The four questions listed above are key questions asked to determine the strength of formal leadership at the unit/department level. These metrics are collected every three years via the Workplace Experiences Survey. The next survey will be in 2014.   * The % agree/strongly agree is based on the percentage of the employee base that respond to the survey * Data is collected every three years * Data shown by campus only and not by employee type |
| Person with lead responsibility for this metric: Director, HR Integrated Strategies  Data collection will be from: Workplace Experiences Survey  Date: Nov 2011 |
| **Explanation of Results**  In November, 2011, UBC held its second Workplace Experiences Survey, an opportunity for staff and faculty to share what they think about working at UBC. The four questions listed above are key questions asked to determine the strength of formal leadership at the unit/department level. Overall faculty and staff responded positively to the leaders. These results provide UBC with a strong leadership foundation to build on as we continue to build an Outstanding Work Environment.  **Recommended Action**  Continue to expand leadership development programs such as Academic Leadership Development Program and Managing @ UBC |