

IP BEST PRACTICES

Shared Judgement Process

A best practice shared by Frank Boerstra.

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Shared Judgement Process

Supporting organisational change by gaining an objective view of management potential.

Key steps

To effectively implement an organizational change, it is important to obtain an objective view of the available management potential within the organization.

Use a shared judgment form for this process, this includes a fact sheet about the involved colleague, covering their education and work experience, the leadership competencies, and the core values.

Different perspectives are shared to reach a collective judgement about the organization's talent pool and to decide which employees should be developed further.

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