



Community Care

NORTHUMBERLAND

CEO 90-Day Evaluation Summary

Overview

The CEO's first 90 days have been met with **overwhelmingly positive feedback** from staff and leadership. Survey results indicate a strong and effective start, with **100% of respondents rating performance as either "Very Positive" (86%) or "Positive" (14%)**. The transition into the role has been described as smooth, with early momentum established across key organizational priorities.

Key Strengths

1. Clear Communication & Strategic Direction

The CEO demonstrates a strong ability to communicate vision and priorities clearly. Staff noted an emphasis on understanding the organization's current state while laying the groundwork for future strategic planning. Early efforts to align teams and improve processes have been well received.

2. Collaborative & Inclusive Leadership

Feedback highlights an openness to input, active listening, and a willingness to consider diverse perspectives before making decisions. This approach has fostered engagement, trust across teams and a commitment to collaboration.

3. Effective Decision-Making

The CEO's decision-making style is viewed as thoughtful and data informed. Respondents shared that decisions are made after consultation with appropriate stakeholders, with a focus on achieving consensus where possible.

4. Approachable and Supportive

The CEO received **100% "Strongly Agree" ratings** for being approachable and supportive. Staff feel comfortable raising concerns or differing opinions, and leadership team members report feeling empowered and trusted in their roles without micromanagement.

5. Relationship Building

Significant effort has been made to connect with staff, volunteers, and partners. The CEO is described as respectful, engaged, and appreciative, contributing to a positive organizational culture and strong working relationships.

Opportunities for Growth

1. Workload Management

Some respondents observed the CEO's pace and workload, and provided encouragement to maintain balance to ensure long-term sustainability.

2. Operational Enhancements

Suggestions include expanding grant funding efforts and clarifying certain organizational roles (e.g., privacy oversight).

3. Strategic Priorities

Key initiatives identified for continued focus include:

- Pay equity review (seen as highly impactful for retention and recruitment)
- Staff well-being and retention strategies
- Exploration of innovative approaches to workplace flexibility

Conclusion

The CEO's first 90 days represent a **highly successful and impactful start**. Feedback reflects strong confidence in leadership, with particular strengths in communication, collaboration, and relationship building.
