



SurePeople Powers Leadership Development for Johns Hopkins Health System

How the world-renowned medical institution implements a world-class talent strategy focused on leadership development

CASE STUDY



The Johns Hopkins Health System (JHHS) sets the standard of excellence in medical education, research and clinical care.

Comprised of multiple world-renowned institutions – including The Johns Hopkins Hospital and The Johns Hopkins University School of Medicine (known as “Johns Hopkins Medicine”) – JHHS’ inspiring vision includes pushing the boundaries of discovery, transforming health care, advancing medical education and creating hope for humanity.

To achieve its vision, JHHS developed and implemented a world-class talent strategy focused on developing and advancing leaders for the 21st century. Strategic priorities included leveraging advanced tools and practices for developing talent at all levels of the organization and making these tools accessible for employees.

JOHNS HOPKINS HEALTH SYSTEM (JHHS)

FOUNDED: 1889

EMPLOYEES: 40,000+

WORLD LEADER IN MEDICAL EDUCATION,
RESEARCH & CLINICAL CARE

3.0M PATIENTS TREATED ANNUALLY

U.S. NEWS & WORLD REPORT RANKS THE
JOHNS HOPKINS HOSPITAL **ONE OF THE TOP**
HOSPITALS IN THE U.S., WITH 13 SPECIALTIES
AMONG THE TOP TEN IN THE NATION

“The Johns Hopkins Health System has developed a close partnership with SurePeople. We can always count on SurePeople for great ideas, valuable insights and support as our organization executes its leadership development strategies.”

~ **SUSAN RECKO**

SR. DIRECTOR OF LEARNING & ORGANIZATIONAL
DEVELOPMENT

SurePeople's Predictive People Analytics Platform Powers Development at Scale

JHHS partnered with SurePeople to harness the power of its cloud-based Predictive People Analytics platform.

SurePeople enabled the Human Resources and Organizational Development teams to integrate and synthesize critical data sets to drive insights. These included SurePeople's proprietary Prism psychometrics (who people are) and 360-degree assessment data (how people behave).

As a result, JHHS has greatly improved its ability to make evidence-based decisions in the following areas:

- Providing high-precision, one-on-one coaching for top leaders;
- Identifying root causes for how leaders behave and the resulting impact on their teams(s) and the broader organization;
- Providing prescriptive solutions for the development of individuals and teams;
- Designing and facilitating customized learning & development experiences for leaders across the organization;
- Ensuring that all leaders have prescriptive digital development plans for their personal and professional development.

SurePeople's platform continues to support JHHS' strategic approach to leadership development by providing the following advantages:

- Comprehensive Prism psychometric and competency data & analytics for cohorts, teams and individual hospitals in the Johns Hopkins Health Network system;
- Prescriptive digital development plans for all leaders;
- Aggregate Prism psychometric data for greater team alignment and optimization;
- Analytics-based cultural portraits of units and teams to align with JHHS's culture and talent agenda;
- A unified technology ecosystem that accommodates large-scale human capital management initiatives in a more cost-effective way and enables greater investment in hands-on coaching and transformational development activities.

"I have worked with many solutions providers during my professional career in HR. I have never worked with a solutions provider more customer service focused than SurePeople."

~ **SUSAN RECKO**

SR. DIRECTOR OF LEARNING & ORGANIZATIONAL DEVELOPMENT

SUREPEOPLE DELIVERS MEASURED RESULTS AND ROI:

DEEPER, MORE ACTIONABLE INSIGHTS ABOUT IDENTIFYING, UNDERSTANDING AND DEVELOPING CURRENT AND PROSPECTIVE JHHS LEADERS

A SYSTEMATIC, COST-EFFECTIVE AND SCALABLE APPROACH TO BUILDING AND DEVELOPING LEADERSHIP TEAMS

A SCALABLE PLATFORM THAT DRIVES IMPROVED EMPLOYEE COMMUNICATION AND ENGAGEMENT

IMPROVED DEVELOPMENT PLANNING:
100 PERCENT OF TOP MANAGERS HAVE INDIVIDUAL DIGITAL DEVELOPMENT PLANS ON THE PLATFORM

COST SAVINGS THROUGH THE ELIMINATION OF SINGLE-POINT TECHNOLOGY SOLUTIONS DUE TO SUREPEOPLE'S BROADER PLATFORM CAPABILITIES

CONTINUOUS IMPROVEMENT AND MEASUREMENT OF IMPACT, BASED ON ANALYTICS AND INSIGHTS RATHER THAN STRICTLY QUALITATIVE METHODS



Ready to learn how SurePeople's Predictive People Analytics platform can drive ROI for your organization?

Contact us:
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