



## Senior Leadership

The perception that the organization's senior leader demonstrates concern for the well-being of his or her organization's military members or employees and provides clear communication of the organization's goals, direction, and vision.

\*Note: The following questions are the actual DEOCS questions.

1. My senior leader puts processes in place to facilitate the sharing of information throughout the organization.
2. My senior leader clarifies our organization's goals and priorities.
3. My senior leader communicates a clear vision for the future.
4. My senior leader listens to the concerns of the organization's military members and employees.

\*Note: senior leader refers to your current unit commander or civilian level equivalent

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The following questions can to assist in conducting focus groups and interviews.

- Is your senior leader effective in communicating information to unit members? Please explain why or why not.
- Are the processes and or programs put into place by your senior leader effective in addressing concerns of unit members? Please explain why or why not.
- Which means or methods does your senior leader use to communicate your organization's goals and priorities?
- Do you know what is expected of you to support the unit's goals and objectives? Please explain why or why not?
- What recommendations do you have to improve/sustain communication between your senior leader and the unit members?
- How approachable is your senior leader when you have an issue/problem and you need their assistance?