



ASCEND

Developing Leader Program

MARQUIS COMPANIES

Start your leadership journey with Marquis Companies

Thank you for your interest in the Marquis Companies Leadership Development Program. This program details important leadership concepts and applies them to the practical challenges of leading people and managing a business, with the end goal of preparing you to lead organizational change.

Marquis firmly believes that it is strong leadership that allows our company to be successful. Our leadership philosophy is based upon 8 competencies. These competencies drive our commitment and investment in resources to develop future leaders.

COMPETENCIES

See Leadership Competencies attachment for more details.

- Building Community
- Continuous Improvement
- Organizational Capacity
- Effective Communication
- Managing People with Passion
- Problem Solving/Decision Making
- Results Orientation
- Functional/Technical Skills

Once you have been selected to the program you will be placed on our leadership track and will begin your journey to becoming an effective leader within our company.

CANDIDATE CRITERIA

- ✓ Employed full-time with Marquis for at least 18 months* in a Department Head/Supervisor role
- ✓ Above average performance evaluations
- ✓ Submit a 1-2 page written summary as to how you exhibit the 8 competencies and demonstrate them in your daily workflows
- ✓ Endorsement from your Administrator or Director of Operations

Please speak to your Supervisor or Administrator to learn more about our Leadership Development Program.

**Exceptions to criteria may be made on a case-by-case basis as authorized by a Supervisor.*



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COMPANIES

marquiscompanies.com

4560 SE International Way, Ste 100
Milwaukie, OR 97222

ph 971-206-5100
fx 971-206-5201



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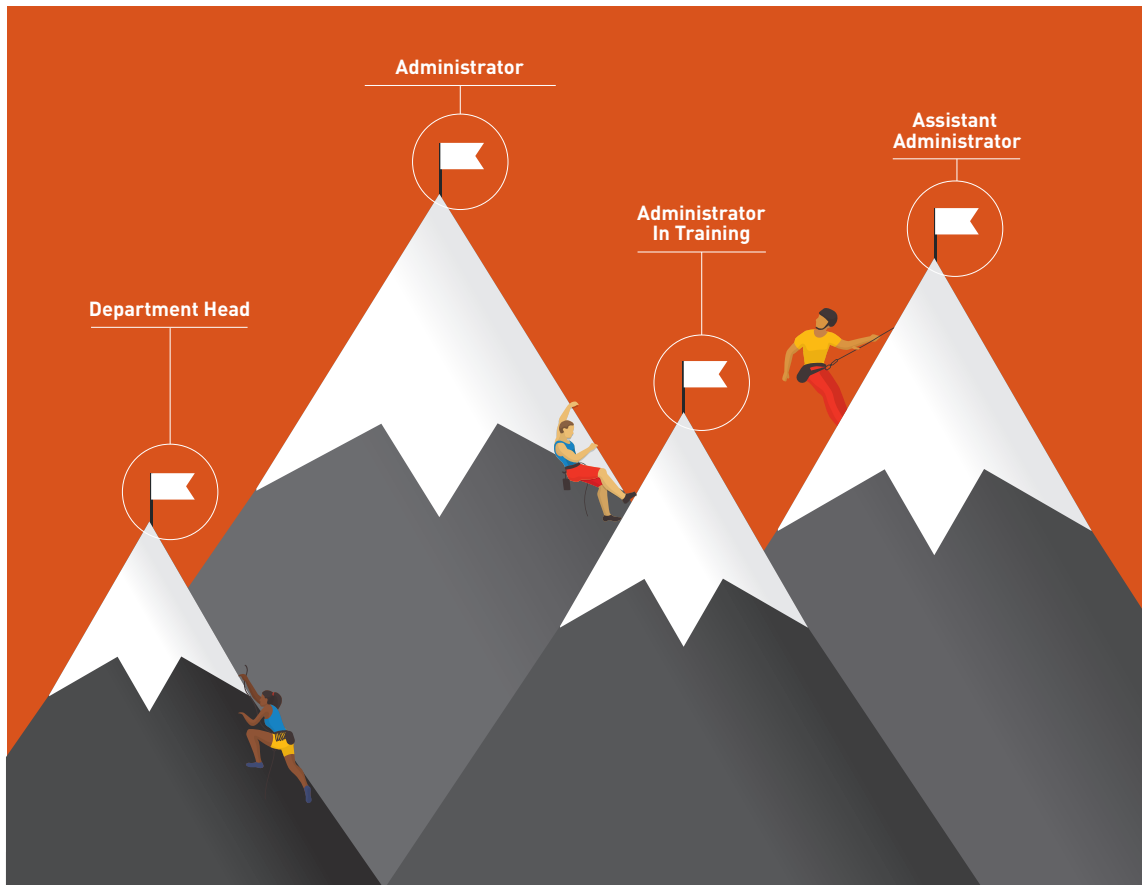
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Administration

At Marquis, we are committed to supporting our employees to develop their leadership potential. Check out the career options below and learn how Marquis can help you!



Contact your Administrator to get started.



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MARQUIS COMPANIES

Employee Name: _____ Date: _____

Facility: _____

Current Position: _____ Hire Date: _____

Designate Goal Position: _____

Please Check Boxes and Complete Steps (Checked boxes indicate Completed):

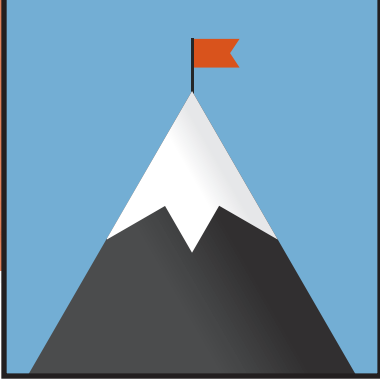
- Employed at Marquis Companies at least 30 hours a week or full-time equivalent for 18 months in a Department Head/Supervisor role.
- Above average performance evaluations
- Submit a 1-2 page written summary as to how you exhibit the 8 competencies and demonstrate them in your daily workflows
- Endorsement from Administrator/Director of Operations

Administrator/Supervisor

Do you believe this applicant should be accepted into the Marquis Companies Leadership Development Program?
If so, please explain why: _____

Signature of Administrator/Supervisor: _____

Signature of Employee: _____



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- Endorsement from your Administrator or DNS

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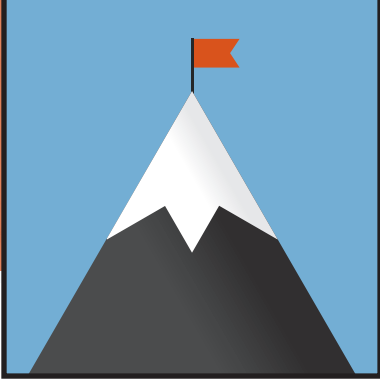


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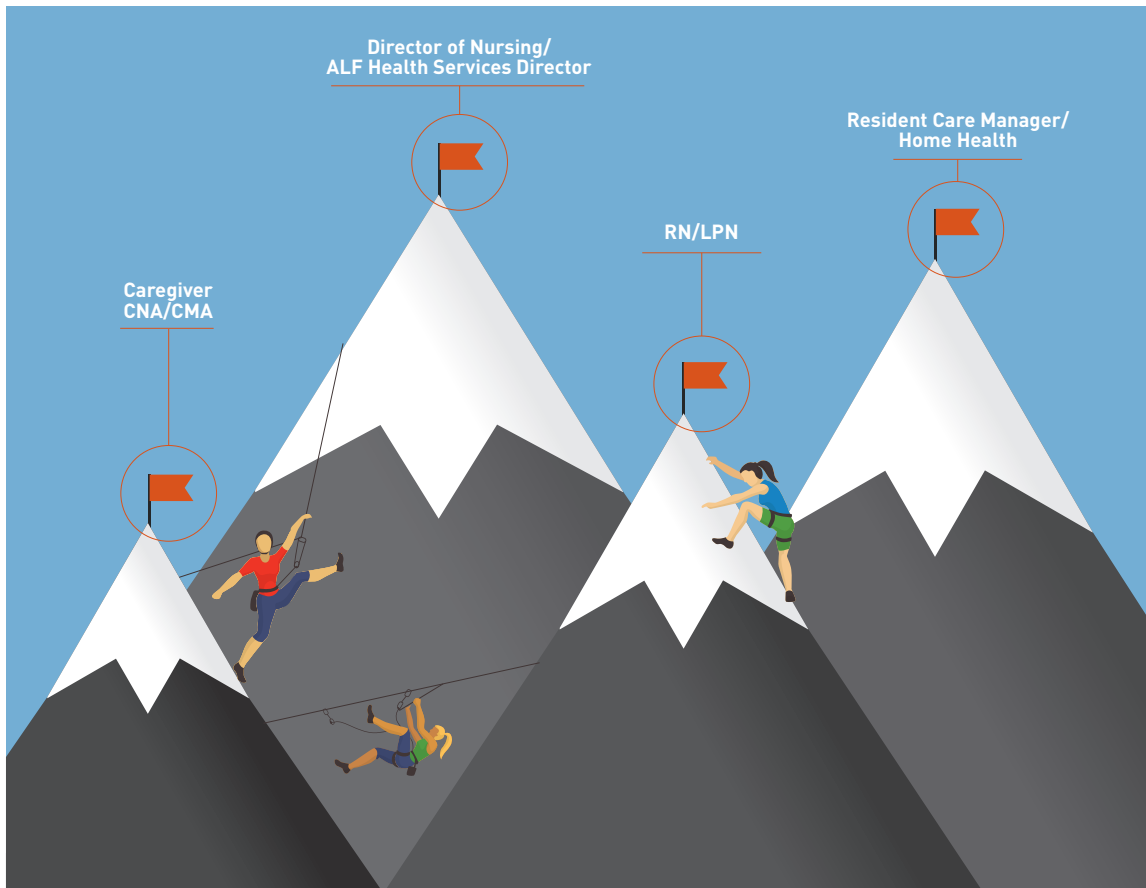
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MARQUIS COMPANIES



Nursing

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Contact your Administrator to get started.

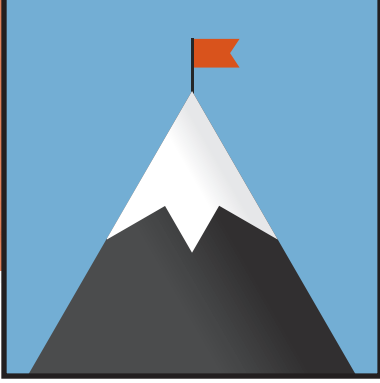


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Date: _____

Facility: _____

Current Position: _____

Hire Date: _____

Designate Goal Position: _____

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- Endorsement from Administrator/DNS

Administrator/Supervisor

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Signature of Employee: _____