Author's response to reviews

Title: Validating a work group climate assessment tool for improving the performance of public health organizations

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Author's response to reviews:

Janet Clevenstine September 16, 2005
Managing Editor
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Dear Janet,

I am pleased to submit our revised manuscript entitled "Validating a Work Group Climate Assessment Tool for Improving the Performance of Public Health Organizations" for publication in Human Resources for Health. We have incorporated into the revised version the suggestions of reviewers, Dr. Sharon Rudy and Dr. John Townsend, focusing especially on questions that they posed about the application of the tool in the field. The following additions and revisions were made to the manuscript:

From the Review by Dr Rudy:
* Why the WCA is an improvement over other instruments
* How we assured that the WCA is valid across cultures
* How the WCA is applied in the field, including a link to a recently completed Facilitators Guide that can be downloaded from the MSH web site
* An explanation of how we modeled, rather than eliminated, the effects of individual variation in employee characteristics

From the Review by Dr Townsend:
* A more integrated literature review
* An explanation of the benefits of the WCA over Stringer's instrument in terms of ease of application
* The benefit of a tools-based approach such as the WCA in facilitating the strengthening of climate in teams
* Why the subscales of clarity, support, and challenge were not supported by the validation study and why they do not need to be tracked to support teams in improving work climate
* How the Facilitators Guide to Applying the WCA can be use to improve climate in teams as part of an overall leadership development program

Please feel free to contact me if you have any questions related to the submission of this revised manuscript.

Sincerely yours,

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