Creating a Values-Based Community

*The power of clarity around mission, vision, values and goals.*

Administrative Management Institute
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What drives decisions?

• Government requirements
• Accreditation standards
• A great idea someone has
• Crisis of the moment
• What else?
What should drive decisions?

- An inspiring mission and vision
- Clarity of goals
- Alignment to our customers’ expectations
- Doing the right thing
What is the right thing?

- Knowing the right things and fidelity to them is informed by a common mission, an inspiring vision, clear goals & shared values.

- Organizationally, we establish these:
  - We can proactively state our shared values.
  - We can passively let them develop.
    - What we permit, we promote.
Who we are – who we want to be

• Mission
  – **Improving Health**: We improve health through excellence in education, discovery and healing.

• Vision
  – **Leading Healthcare**: We aspire to be the recognized leader in education, discovery and healing.
Living our Mission/Achieving our Vision

Engaging Minds. Leading Healthcare.

**Goals**

**Educate**
- Educate outstanding students
- In a team-based learning environment...
- By outstanding educators...
- Through excellent academic programs.

**Discover**
- Expand knowledge...
- In a team-based research environment...
- Through astonishing research in all areas of science...
- By aligning minds across all of our schools.

**Heal**
- Deliver the best care...
- As a team with our partners...
- By optimizing how we think and act...
- Putting the patient first.

**Engage**
- Serve Kansans...
- As an interdisciplinary team...
- Through coordinated outreach activities.
- Informed and guided by our communities.

**Innovate**
- Strive for constant, never-ending improvement...
- By a team of leaders at all levels...
- By engaging minds and resources...
- To accomplish our best work every day.

**Key Result Areas**

**Competencies**
- Diversity - Cultural Competence - Professionalism - Ethical Behavior
- Communication - Alignment - Collaboration

**Measures**
- Implement a balanced composite of measures tied to needs, strategies and goals
The value of values

• How might clearly defined, broadly supported values move us forward?
For your consideration…

*To Improve Health*, we aspire to these values:

- **Innovation**: We leverage curiosity & collaboration to serve others.
- **Integrity**: We act with honesty, transparency & respect.
- **Leadership**: We are a team of leaders at all levels.
- **Inspiration**: We engage minds through engaged listening & teaching.
- **Healing**: We deliver care with quality & compassion.
- **Joy**: We find happiness in the diversity of our communities and the value of our work.
Let’s discuss.

• Do you believe these mission, vision & values statements ring true in terms of the type of organization we aspire to be?

• What might these mean for our KUMC community?