

Our People, Our Greatest Differentiator

Morning Webinar





Our People, Our Greatest Differentiator

An authentic people-driven culture that advances the knowledge, skills, and behaviors of our workforce to differentiate ourselves for our patients, the market, and the nation.

Values

❖ Dignity

❖ Integrity

❖ Service

❖ Compassion

❖ Innovation

- ❖ Value the uniqueness
- ❖ Ensure everyone's right to privacy
- ❖ Respect the cultures, values, beliefs, and traditions of others
- ❖ Honor talents and contributions

Values

❖ Dignity

❖ **Integrity**

❖ Service

❖ Compassion

❖ Innovation

- ❖ Say what we mean and do what we say
- ❖ Communicate openly and honestly and behave ethically
- ❖ Demand the best of ourselves and accept shared accountability

Values

❖ Dignity

❖ Integrity

❖ **Service**

❖ Compassion

❖ Innovation

- ❖ Work to make a difference in peoples' lives and in our communities
- ❖ Strive for excellence by anticipating, meeting and exceeding expectations
- ❖ Continually improve our programs and skills
- ❖ Responsibly manage our resources

Values

❖ Dignity

❖ Integrity

❖ Service

❖ **Compassion**

❖ Innovation

- ❖ Recognize and respond to the emotional, spiritual and physical needs of all people
- ❖ Create a caring environment, conducive to healing, growth and well-being for all

Values

❖ Dignity

❖ Integrity

❖ Service

❖ Compassion

❖ **Innovation**

- ❖ Driven to discover
- ❖ Support clinical research that leads to tomorrow's cures
- ❖ Advance new business models
- ❖ Committed to continual improvement
- ❖ Innovation is part of who we are

VALUES

Which value stands out to you
the most?

How do you see this value being applied to
your daily interactions?

❖ **Dignity**

❖ **Integrity**

❖ **Service**

❖ **Compassion**

❖ **Innovation**

Fairview Commitments

Help guide our behaviors in order to achieve our goals

The Fairview Commitments are grounded in two key principles:



Respect for People



Continuous Improvement

Fairview Commitments

Help guide our behaviors in order to achieve our goals



Respect for People

Create an Exceptional Experience

Embrace Diversity and Practice Inclusion

Communicate Intentionally

Engage and Inspire

Commit to Development



Continuous Improvement

Collaborate for Outcomes

Set and Hold Standards

Identify and Solve Problems

Achieve Results

Pursue Mastery

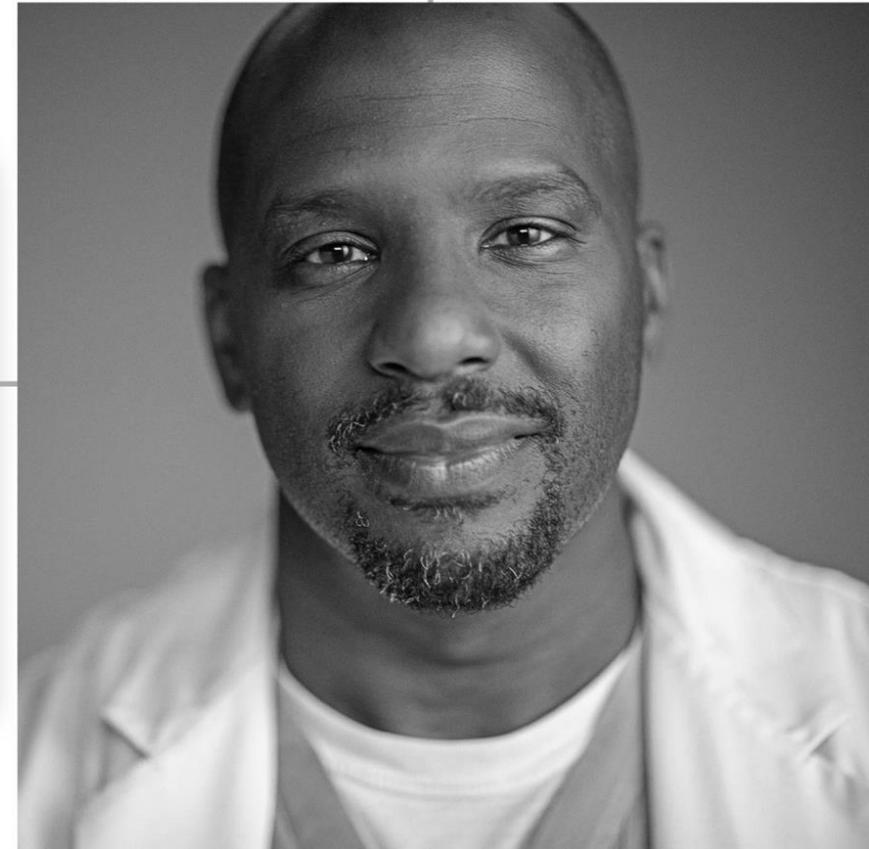
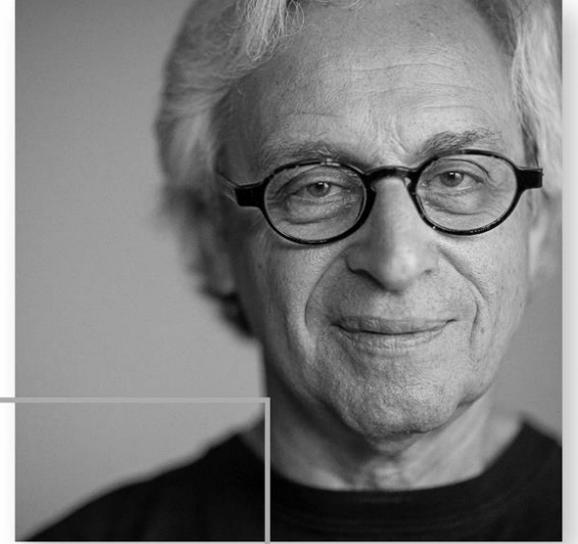
Employee Engagement

Goal: To continually improve upon our employee engagement and truly become the preferred place to work and practice medicine.

2023 Survey Results

We rate high in:

- Engagement
- People
- Reward
- Work
- Inclusion





What will you do
to become an
Engaged
Team Member?

Performance Management

- **Holistic approach**
 - Goal setting
 - Commitments
 - Functional excellence
- **Continuous performance management and feedback**
- **Annual performance reviews**
- **Emphasis on personal development**





By advancing
our team members'
core purpose and
human potential,
we can differentiate
ourselves as an
employer and as a
healthcare system.