

OhioHealth Leadership Model

MISSION:

To improve the health of those we serve.

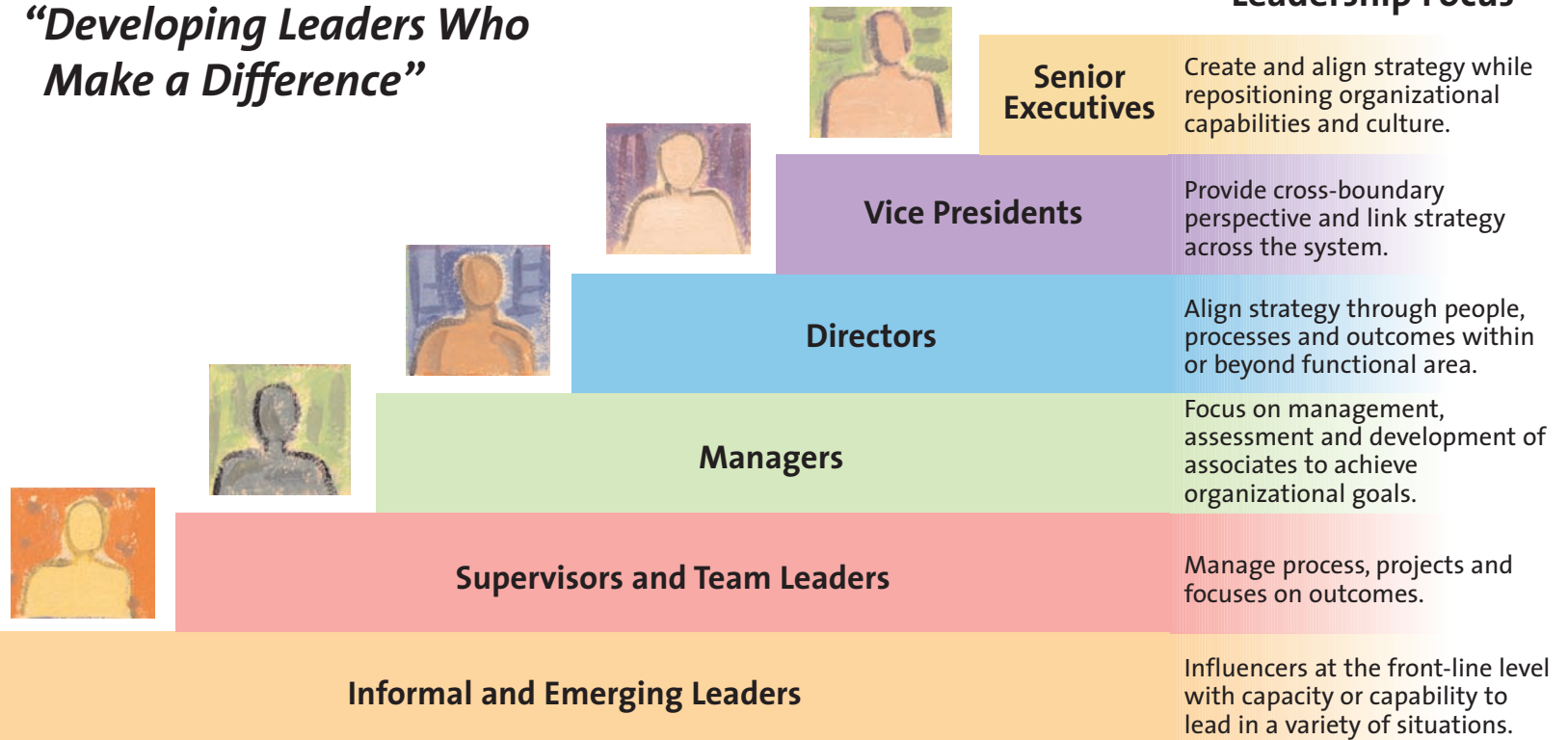
VISION:

Where people want to work, where physicians want to practice and most importantly, where patients want to go when they need healthcare services.

CARDINAL VALUE:

Honor the dignity and worth of each individual.

“Developing Leaders Who Make a Difference”



Reference: DDI Leadership Blueprint

LEADERSHIP COMPETENCIES

Integrity:

- Integrity & Trust
- Managing Diversity
- Customer Focus
- Delegation

Compassion:

- Compassion
- Motivating Associates and Others
- Building Effective Teams
- Informing

Excellence:

- Excellence
- Learning on the Fly
- Managing and Measuring Work
- Innovation Management

Stewardship:

- Stewardship
- Managing Vision and Purpose
- Priority Setting
- Process Management

OhioHealth Leadership Development:
Leadership is a lifelong journey requiring different skills at different levels.

“If you’re not moving forward as a learner, then you are moving backward as a leader.”

– John Maxwell, author 360° Leader



OhioHealth Leadership Courses

Leadership and Development

Focus	Sample Courses and Development Activities
Senior Executive Creates and aligns strategy while repositioning organizational capabilities and culture.	<ul style="list-style-type: none"> Executive Coach Professional Conferences Mentoring and Teaching Others
Vice President Provides cross-boundary perspective and links strategy across the system.	<ul style="list-style-type: none"> Negotiating Skills † Systems Thinking † Developing a Strategic Plan ☞
Director Aligns strategy through people, processes, & outcomes within or beyond functional area.	<ul style="list-style-type: none"> Presentation Skills † Prioritizing & Delegating Work ☞ Setting Performance Goals & Expectations ☞
Manager Focuses on management, assessment and development of associates to achieve organizational goals.	<ul style="list-style-type: none"> Coaching Skills for Managers † Setting Goals & Motivating Associates † Leveraging Diversity at OhioHealth † Quality Management Skills †
Supervisor and Team Leader Manages process, projects and focuses on outcomes.	<ul style="list-style-type: none"> Crucial Conversations † Building a Successful Team ☞ The Quality Advantage † Decision Making Dynamics †
Informal and Emerging Leader Influencers at the front-line level with capacity or capability to lead in a variety of situations.	<ul style="list-style-type: none"> Building Trust † Building Strong Customer Relationships ☞ Process Excellence Overview † Becoming an Effective Team Member ☞

☞ - Denotes online course

† - Denotes classroom course

OhioHealth's Core Leadership Culture Courses

	Emerging Leader	Supervisor/Team Leader	Manager	Director	Vice President	Executive
360° Leadership † ☞	✓	✓	✓	✓	✓	✓
Right from the Start †		✓	✓	✓	✓	✓
New Leader Orientation †		✓	✓	✓	✓	✓
Talent Management †			✓	✓	✓	✓
Positive Associate Relations † ☞			✓	✓	✓	✓
Leveraging Diversity at OhioHealth †			✓	✓	✓	✓

360° Leadership: Influencing from Anywhere in the Organization – This program provides leaders with the opportunity to apply the concepts of The 360° Leader using exercises, assessments, and role plays for leading up, down, and across.

New Leader Orientation – This course reinforces the importance of the manager's role in promoting the mission, vision, and values that make up the OhioHealth culture. Various OhioHealth processes, functions, contacts, and programs that a new manager needs to be successful in their role are introduced.

Right from the Start (RFTS) – This course provides an orientation to the OhioHealth process of selecting, welcoming, and supporting new associates at the organizational, departmental, and individual level. Materials include a process map and tools to effectively integrate talented new people into the organization.

Talent Management: Evaluating Performance & Assessing Potential – This course educates the management team on the OhioHealth Talent Management System and tools.

Positive Workforce Relations – This course includes healthcare specific information on the new labor movement, associate issues and a brief overview of current legislation and laws surrounding associates' rights. Strategies to maintain positive associate relations within OhioHealth are reviewed so that our associates know outside advocacy is unnecessary.

Leveraging Diversity at OhioHealth: Moving Beyond Awareness to Skills – This course helps leaders understand the impact of shifting demographics in our community on our need to provide culturally responsive care, decrease barriers in cross-cultural interactions and resolve conflicts through understanding and acceptance of cultural differences.

Leadership Assessment Tools

	Emerging Leader	Supervisor/Team Leader	Manager	Director	Vice President	Executive
Predictive Index (Personality Type Indicator)	✓	✓	✓	✓		
Voices (360° Feedback)		✓	✓	✓		
The Leadership Circle (360° Feedback)					✓	✓

