Leadership Philosophy

• As leaders of ZSFG, we believe in respect for our patients and staff and continuous improvement as demonstrated by a commitment to our values of joy in our work, thirst in learning and compassionate care, and reflected through our principles that guide our daily behaviors and decisions.
Values

• Deeply held beliefs
• Drives Culture
Our Values

• Joy in our work
  • Staff satisfaction is related to higher quality of care and outcomes for our patients.
  • What brings us joy may be different from person to person. We honor these differences and seek to cultivate joy for all staff.

• Thirst in learning
  • A learning organization allows for transformation and continuous improvement.

• Compassionate care
  • Our deep social justice mission is how we distinguish ourselves.
Principles

• Externalization of Values
• Drives Behavior
Our Principles

• Align
  • Create Value for our Patients and Staff
  • Think Systematically
  • Constancy of Purpose

• Enable
  • Lead with Humility
  • Respect Every Individual
  • Transparency through Visual Management

• Improve
  • Seek Perfection
  • Ensure Quality at the Source
  • Embrace Scientific Thinking
  • Focus on Process
Philosophy into Practice

• To provide executive leaders the **environment** to practice behaviors that reflect principles that align, enable and improve.

• To cultivate a **mindset** focused on developing our people and improving care for our patients.
Environment

True North

Leadership Philosophy

Values

Principles

Behaviors and Decisions

Leader Standard Work
Behaviors

• Model Plan Do Study Act
• Practice Humble Inquiry
• Practice Leader Standard Work
• Go to Gemba
• Provide Feedback
• Celebrate
• Communicate Systems Thinking
• Be Accountable
Timeline for Deployment

- **6/7/2016**: Framework for Leadership Philosophy at Exec Committee
- **6/24/2016**: Workgroups identify Leadership Behaviors
- **7/1/2016**: Approval of Behaviors at Exec Committee
- **7/8/2016**: Competency Finalization
- **7/29/2016**: 360 Evaluation Development
- **8/8/2016**: Implementation of 360 Evaluation
- **9/13/2016**: Review of 360 Evaluation at Retreat