



PEOPLE

Bringing **SCHR Vision** to life through the Senior Leadership Team Vision:

- RHA (Board of Dir)
- Leadership
- Physicians
- Staff

- L – Lead Self
- E – Engage Others
- A – Achieve Results
- D – Develop Coalitions
- S – Systems Transformation

LEADS LEADS 360 Assessment

Excelerator Coaching Program
The Coach Approach to Leadership

totalsdi Strengths Deployment Inventory

LEADS LEADS Learning Series

LEADS LEADS Learning Plan and Development Contract

- SCHR Talent Management**
- Job Descriptions
 - Recruitment
 - Skill/Gap Analysis
 - Performance Management
 - Mentorship
 - Employee Recognition
 - Succession Planning

PROCESS

1. Management by Policy (Hoshin Kanri/ Strategy Deployment)

Policy Governance

2. Daily Management

Lean Improvement Initiatives

- RPIW
- 5S
- Kanban
- Service Line – PHC
- Service Line – HR
- Kaizen Events
- VSM
- Mistake Proofing
- Daily Kaizen

3. Cross Functional Management

LEADS Guiding Committee

PERFORMANCE

- Safety
 - Patient
 - Staff
- Outcome Measure on Healthy People & Community e.g. % reduction in major disease group facing the population
- Patient/Family Satisfaction
- Partner Agency Satisfaction (i.e. Unions, Foundations, City of Weyburn, Others)
- Staff Satisfaction
- Accreditation
- Evaluation of Coaching *target/measure*