

LEADERSHIP ALIGNMENT

An intensive examination of the Barriers to Success/Identified Problems that exist within each Department and with Senior Leadership occurring at the beginning of Nursing Excellence project work. Vision and Goals are realized through highly accountable Leadership.

What we offer begins with this strategic alignment but truly manifests itself as our clients fully leverage the impact of their Magnet® Journey to achieve Total Organizational Excellence.

This can be seen throughout our partnership, in one such example as the Quarterly Performance Improvement Reports that illustrate progress on key metrics and performance indicators, as well as gaps to goal and strategies for overcoming underperformance.

Key components of the leadership alignment include:

HealthLinx will complete a multi-day on-site exercise to evaluate:

- **Shared Vision and Goals:** Is there a clear, shared understanding of the organization's vision and long-term goals?
- **Metrics and Key Performance Indicators:** Are action plans and strategies in place to meet stated goals?
- **Communications:** Is there effective and transparent communication among leaders to ensure everyone is on the same page?
- **Strategic Cohesion:** Are strategies and plans aligned across different departments and levels of leadership?
- **Mutual Support and Trust:** Is there a culture of trust and mutual support among leaders?
- **Consistent Decision-Making:** Are decisions made by leaders at all levels consistent and support the overall strategies set by the organization?
- **Role Clarity:** Are roles and responsibilities clearly defined to avoid overlap and confusion?
- **Collaborative Culture:** Is there a culture where collaboration and teamwork are prioritized over silos and competition?



Process:

HealthLinx will complete a multi-day on-site exercise to evaluate:

- Shared Vision and Goals
- Metrics and Key Performance Indicators
- Communications
- Strategic Cohesion
- Mutual Support and Trust
- Consistent Decision-Making
- Role Clarity
- Collaborative Culture



Deliverables:

- Leadership Alignment Findings Report
- Executive Transformational Plan of Care (TPOC)



Benefits:

- The Leadership Alignment will inform the Quarterly Performance Improvement Reports and regularly scheduled Executive Meetings with your Vice-President Accounts and Organizational Strategy (VPAOS) as they guide performance improvement throughout your journey.
- Identify Leadership Gaps
- Monetize Gaps
- Set Action Plans to Remedy Gaps
- Hardwire Best Practice
- Improve Patient Satisfaction
- Improve Quality
- Improve Engagement