

UK HealthCare Values: Manager Talking Points

As you begin your performance evaluations (PEs) with staff, utilize the “talking points” below to communicate our new UK HealthCare values.

Why Values?

- Input from engagement surveys and during the strategic planning process led us last year to form a group of your colleagues to identify and develop values for UK HealthCare.
- Values help shape a culture and build a foundation on how we should guide behaviors and our decision making for our teams, how we treat our patients, and each other

Starting the conversation:

- Mission/Vision/Values WBT – the first introduction to all staff members
 - Diversity, Innovation, Respect, Compassion, Teamwork
- Next fiscal year, UKHC values will replace the behavioral expectations.
 - The Values Steering Committee is working on scoring metrics for FY18 PE process.
- The new values will be incorporated into our new UKHC Recognition program.
- To ensure we live by our values, we must hold each other accountable and celebrate our successes.

How will these be used?

- UKHC Recognition Program
- Performance evaluations
- Hiring and Interviewing
- Decision making across all levels
- Every interaction, every time

Who does this impact?

- UK HealthCare
- College of Medicine (Physicians, Faculty & Staff)
- Eastern State Hospital