

LEADERSHIP COVENANT

We, the leadership of San Luis Valley Health, commit to a culture that promotes accountability and gives members an organizational identity, facilitates collective commitment, promotes system stability and unity, shapes behavior and supports the mission, vision and values of the organization.

We believe a strong foundation of accountability involves *“The obligation of an individual or organization to account for its activities, accept responsibility for them, and to disclose the results in a transparent manner.”*

We accept the following behaviors as part of our core values and recognize they are critical to creating and maintaining the desired culture:

Integrity

- Demonstrates ethical behavior and high standards in accomplishing our responsibilities
- Models a sincere, genuine and honest approach in interpersonal relationships
- Exhibits transparency and professionalism in conduct and communication
- Understands and complies with local, state and federal rules and regulations as well as organizational and departmental policies and procedures
- Practices self-awareness and presents professionally in both actions and appearance

Respect

- Recognizes credibility is earned through truthful, thoughtful and timely communications
- Fosters collaborative relationships with active listening, empathy, engagement and diplomacy
- Encourages inclusion through positive and meaningful interactions with our patients, visitors, community and one another
- Honors diversity recognizing we are all unique and each of us is a valuable part of SLV Health
- Treats others as we would like to be treated
- Demonstrates patience, understanding and avoids jumping to conclusions or judgment in interpersonal interactions

Commitment

- Demonstrates loyalty and leadership by positively representing the organization in all settings
- Owns, supports and accepts decisions and strategies established for achieving the organization's mission and goals
- Actively participates in organizational committees, projects, events and community activities with timely and appropriate follow through, completion and transition of duties as required
- Demonstrates fiscal responsibility by consistently managing budget, and actively participating in cost-saving and revenue-generating programs
- Models and leads by positive example; demonstrates poise in all situations

Learning

- Recognize that we become stronger as we partner together and maximize individual potential
- Nurtures a continuous and resourceful learning environment which promotes teaching and mentoring through sharing knowledge and information
- Embraces learning which includes self-motivation and a desire to evolve, adapt, and grow personally
- Welcomes and provides constructive feedback

Innovation

- Approaches obstacles and challenges with a solution-oriented mindset and manner
- Demonstrates courage by taking risks, learning from failure, and trying again
- Challenges self and others to think as a visionary, take initiative, be forward-thinking and pursue creativity
- Responds and adapts to internal and external conditions through change management processes

Joy

- Demonstrates a welcoming presence and creates a harmonious environment by acknowledging others and greeting all in a respectful and professional manner
- Thinks, promotes and leads with a positive perspective
- Sets the tone for a positive work environment by smiling, celebrating successes and being a team-player
- Makes connections by providing support, acknowledgement and encouragement
- Fosters a work/life balance for self and others

As a leader of San Luis Valley Health, I acknowledge that cultivating relationships with trust and accountability develops a culture that promotes organizational success, binds us together, and influences how we care for our patients and think about ourselves, our fellow employees, and our work. I commit to adhering to the aforementioned covenant to support these values.

Leader Signature

Date

San Luis Valley
HEALTH