

Why I'm Here:

To help create an environment of connectedness by addressing the need to align with the vision of the department.



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What do we *want* to be
known **FOR**?

What *are* we known **FOR**?

vision statement - **vibrant collaborative and unified**
department defined by our diversity, energy, enthusiasm
for colleagues as well as our mission and goals

Why Mission and Vision are important:

1. Mission and Vision drive purpose
2. Purpose drives culture
3. Culture drives values
4. Values drive what we are **FOR**



Why FOR?

"A thriving organization needs to become not only the best in the world but the best FOR the world"

~Jeff Henderson



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To be **FOR** something you
must be in **favor** of four
key groups:

1. Patients and Families (Customer- Engagement)
2. Community
3. **Team**
4. You



Team culture is determined by default or design

"If the team culture is dysfunctional, it will impact the way customers (patients and families) are treated."

~Jeff Henderson



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Five Steps to Improve Team Culture

1. Believe Abundantly
2. Appreciate Consistently
3. Develop Intentionally
4. Listen Actively
5. Live Repeatedly



1. Believe Abundantly

Reaffirm regularly; We see you; We celebrate you

CICU- Celebrate, Inspire, Challenge and Unity

2. Appreciate Consistently

What is our gratitude system? Oakland Story- grief into gratitude

A person who feels appreciated will always do more than is expected

That's the power of gratitude



3. Develop Intentionally

4. Listen Actively

The best ideas are sometimes hidden.

When the team knows you are **FOR** them, they feel embolden to speak up.

5. Live Repeatedly

Vision rarely repeated is quickly forgotten

Let's repeat our vision

Vibrant Collaborative and Unified



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Benefits of FOR Approach

1. Transformational
2. Drives what we want to be known FOR
3. Helps put focus on our Mission and Vision
4. Creates purpose, clarifies values, and addresses our why
5. Empowering



Achieving Faculty Alignment

1. Repeat the three words characterizing our vision **Vibrant, Collaborative and Unified**
2. Celebrate exemplary individuals or teams
3. Conduct listening tours of divisions
4. Create a culture of gratitude
5. Identify & thank outstanding faculty members and teams
6. Ask for feedback regularly



So, What do we *want* to be
known **FOR**?

What *are* we known **FOR**?

When the two align we will achieve our
purpose of becoming a vibrant, collaborative
and unified department.



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Questions?



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