Preferred Leader Profile

Expectations for highly effective leaders

Leadership is critical to the achievement of Legacy's Mission. In addition to acting consistently with our Preferred Employee Profile and exemplifying our core organizational values, Legacy expects all leaders to demonstrate the following leadership competencies:

Manage For Excellence Understand Legacy's goals and metrics. Seek data, develop plans, improve processes, and measure outcomes to continually improve quality, service and patient safety. Manage Legacy's resources, including productivity and staffing, equipment, supplies, and budgets. Understand how all parts of the organization function, and leverage available technology and resources to navigate the system and achieve results. Work proactively to grow the business and ensure Legacy's sustained fiscal viability.

Demonstrate Accountability Set specific and realistic objectives and tactics. Prioritize work, stay focused on goals, and push forward to bring plans to timely closure. Consider relevant stakeholders and probable consequences, take action and be decisive. Hold yourself and staff accountable to deliver results and follow through on commitments. Take responsibility, address issues, and make changes when improvement is needed. Champion and support system-wide initiatives.

Emphasize Teamwork Engage staff in an inspiring vision and explain how work assignments help accomplish Legacy's Mission. Create an inclusive and positive environment in which staff members feel respected, cared for, valued, and energized. Give appropriate direction and coaching, delegate effectively, provide requisite authority and encourage individuals to collaborate. Network, negotiate, and build cooperative relationships with others across the system and surrounding communities.

Communicate Effectively Provide verbal and written information in a clear, respectful and professional manner. Anticipate audience's needs and perspectives, and adapt communication as necessary. Logically present key points, and use the appropriate communication tool or method for the situation. Ask for and consider input on ideas, decisions and plans. Actively listen to ensure understanding and convey empathy, and demonstrate a willingness to consider various perspectives. Address conflict as it arises, with honesty, curiosity and courage, assuming the positive intentions of others.

Recognize & Develop Others Celebrate individual and team successes in meaningful ways. Recognize and reward behaviors that model Legacy's values. Provide regular learning opportunities to develop individual talents, and increase team effectiveness. Engage staff in challenging work assignments to enhance or create new skills and further career interests. Invest time to collect and provide balanced and meaningful feedback on performance, and encourage personal and professional growth.

