Leading at Legacy
Leadership Competencies

STRATEGIC LEADERSHIP

Systems Thinker

Act in the best interest of the whole organization while considering the interdependencies within it.

Know the Business

Know Legacy's business and unique value in the changing healthcare environment.

Patient Centered

Partner with and act in the best interest of patients, families, and other customers.

PEOPLE LEADERSHIP

Lead Change

Initiate, communicate, embrace, and support positive and sustainable change.

Develop Self and Others

Strengthen your own and others' leadership skills and abilities.

Collaborate

Build trust and cohesive partnerships with others across the organization.

PERFORMANCE LEADERSHIP

Strive for Excellence

Strive to achieve sustained high performance and results.

Continually Improve

Pursue improvements in safety, quality, service, processes, and practices.

Value Diversity and Inclusion

Work effectively across cultures, value diversity, and create an inclusive and welcoming environment.

STRATEGIC LEADERSHIP

Systems Thinker	Know the Business	Patient Centered
Act in the best interest of the whole organization while considering the interdependencies within it.	Know Legacy's business and unique value in the changing healthcare environment.	Partner with and act in the best interest of patients, families, and other customers.

LEADING SELF

Consider impacts to other parts of the organization, patients, and customers when making decisions. Effectively navigate Legacy to solve problems and achieve results.	Know Legacy's services and how they benefit patients, providers, and the community. Align individual goals with team, department, division, and organizational priorities.	Partner with patients, families, and other customers to understand their perspective and address care and service needs. Provide a consistent and exceptional patient and customer experience.

LEADING TEAMS

Help team members understand the interdependencies within the organization. Make management decisions that are best for the organization as a whole.	Understand and advance Legacy's approach to healthcare transformation. Translate organizational priorities into clear and meaningful team goals.	Set expectations for a patient-centered and customer-focused team culture. Align team priorities to patient and customer experience improvement opportunities.

LEADING THE ORGANIZATION

Consider the external business environment and the broader healthcare system when determining strategy. Articulate the interconnections among organizational systems, structures, priorities, and initiatives.	Set direction, make decisions, and ensure alignment with Legacy's mission, vision, values, and strategy. Define and communicate Legacy's unique value in the changing healthcare environment.	Emphasize factors and actions that impact the patient and customer experience. Challenge all areas of the organization to enhance the patient and customer experience.

LEGACY HEALTH

PEOPLE LEADERSHIP

Lead Change

Initiate, communicate, embrace, and support positive and sustainable change.

Develop Self and Others

Strengthen your own and others' leadership skills and abilities.

Collaborate

Build trust and cohesive partnerships with others across the organization.

LEADING SELF

Lead Change

Recognize situations or conditions where change is needed, offer solutions, and be open to others' ideas.

Be flexible and adapt work goals, activities, and tasks to align with change.

Develop Self and Others

Seek feedback and pursue opportunities to enhance your own skills and knowledge.

Develop self-awareness and understanding about your strengths and opportunities for improvement.

Collaborate

Listen to understand and communicate openly and respectfully.

Share knowledge, information, skills, and expertise with others.

LEADING TEAMS

Lead Change

Connect change initiatives to Legacy's mission, vision, values, and strategies.

Communicate how changes will affect team members and effectively respond to their emotional needs.

Develop Self and Others

Provide, encourage, and support challenging opportunities to develop team members.

Coach and mentor team members based on their individual needs.

Collaborate

Manage healthy conflict and engage team members in problem solving.

Establish and encourage collaborative relationships across organizational boundaries.

LEADING THE ORGANIZATION

Lead Change

Champion, sponsor, and support change that helps achieve Legacy's mission.

Set a positive vision for the future and inspire and engage others to achieve it.

Develop Self and Others

Prioritize talent management and development programs and activities.

Understand and advance workforce and succession planning for Legacy.

Collaborate

Foster a culture of trust, joint problem-solving, and shared accountability.

Demonstrate collaboration and teamwork at all levels of the organization.

LEGACY HEALTH

PERFORMANCE LEADERSHIP

Strive for Excellence	Continually Improve	Value Diversity and Inclusion
Strive to achieve sustained high performance and results.	Pursue improvements in safety, quality, service, processes, and practices.	Work effectively across cultures, value diversity, and create an inclusive and welcoming environment.

LEADING SELF

Set "stretch goals" for yourself, strive to achieve team goals, and deliver results consistently. Clarify performance expectations for yourself and communicate potential barriers.	Seek out new ideas and approaches to increase efficiency, safety, quality, and service to leverage across Legacy. Actively contribute to improvement projects and incorporate new practices into your work.	Understand the points of view of others and examine your own biases and behaviors. Seek out, listen to, and embrace diverse ideas, opinions, and insights.

LEADING TEAMS

Build a high-performing team and monitor performance against organizational indicators. Develop a positive and productive work environment focused on results.	Create opportunities for team members to experiment, explore, and share improvement ideas. Challenge the status quo and help create a culture of learning and continuous improvement.	Be knowledgeable about the diverse populations that Legacy serves and that make up our workforce. Ensure team behaviors and work processes support and drive diversity, inclusion, and equity.

LEADING THE ORGANIZATION

Establish and communicate clear direction and priorities for Legacy. Remove barriers and provide appropriate resources to achieve goals.	Encourage thoughtful risk-taking and experimentation. Drive continuous improvement across the system that improves qualitative and quantitative outcomes.	Hold self and others accountable for promoting diverse perspectives and inclusiveness in the workplace and community. Identify, partner with, and leverage relationships with diverse suppliers, organizations, and customers.

LEGACY HEALTH