



The Journey of Identity and Values Integration

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Presenter

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The Journey of Identity and Values Integration

A great challenge

The Leadership Challenge

- ◆ Effective leaders create “strong” cultures and organizational identities that are clear about core values and distinctive hallmarks while responding to market conditions.



Values Integration Initiative

- ✓ **Core values review**
- ✓ **Story and values tools**
- ✓ **Online resource kit**
- ✓ **Behavioral hallmarks tool**
- ✓ **Leadership role study**

MHS Core Values

1. Spirituality and Prayer
2. Community, Mutuality and Service
3. Human Dignity and Compassion for All People
4. Stewardship of God's Gifts



MHS Core Values

5. Justice

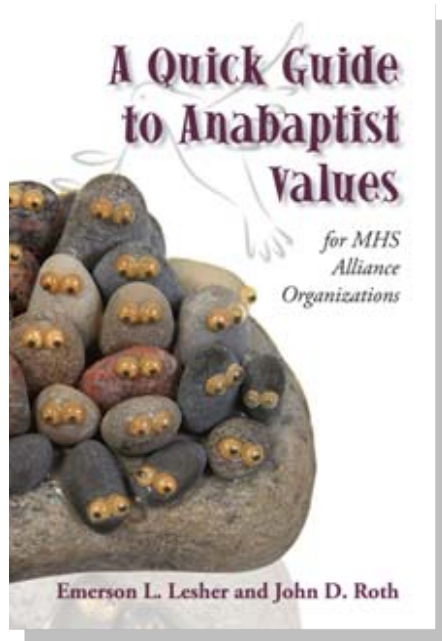
6. Peace and Reconciliation

7. Ethical Rigor

8. Grace and Hospitality



Values Integration Initiative – Helping to Tell the Story and Values



Online Resource Kit

<http://www.mhsonline.org>

Behavioral Hallmarks Tool

Peace and Reconciliation

	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly Agree</i>
We seek to resolve conflict in a way that brings people together rather than further dividing them.	<i>SD</i>	<i>D</i>	<i>N</i>	<i>A</i>	<i>SA</i>
We acknowledge conflict as natural when people come together with a diversity of ideas.	<i>SD</i>	<i>D</i>	<i>N</i>	<i>A</i>	<i>SA</i>
We seek to resolve conflict in a non-coercive manner.	<i>SD</i>	<i>D</i>	<i>N</i>	<i>A</i>	<i>SA</i>
We provide means for concerns to be raised so frustration and anger do not build.	<i>SD</i>	<i>D</i>	<i>N</i>	<i>A</i>	<i>SA</i>
We provide means for feedback from those we serve, their families, and our staff.	<i>SD</i>	<i>D</i>	<i>N</i>	<i>A</i>	<i>SA</i>



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