

The Wellstar Experience for Leaders



As leaders, you drive the tone and culture of our organization and the experiences you have with each other and your teams. Leaders possess the unique ability to create and nurture an environment where team members feel inspired and empowered to consistently exhibit our standard behaviors so all of us can be difference makers in the way we deliver **PeopleCare**.



We serve with compassion.

Connect with purpose.

- **I engage others** in two-way dialogue about the 'Why' behind the 'What'.
- **I build trust** by asking questions and listening with empathy.
- **I explain the value of the team's work** in supporting Wellstar's mission and goals.

Care and support.

- **I talk with people about how they are doing**, not just what they need.
- **I provide a helping hand** and connect people with resources to support their work and wellbeing.
- **I demonstrate consistency** between words and actions and honor commitments to others.



We pursue excellence.

Take responsibility.

- **I model our standards** and provide coaching and feedback to ensure accountability of others.
- **I establish clear responsibilities** and processes for measuring progress and results.
- **I proactively share helpful/important information** with others and respond to requests in a timely manner.

Explore with curiosity.

- **I partner with others** to understand opportunities and create solutions.
- **I inquire** about career aspirations and share opportunities to help others grow.
- **I take action to develop new skills**, reflect and seek feedback to continuously improve.



We honor every voice.

Welcome and include.

- **I invite others to share** their authentic voice, concerns, ideas and talents.
- **I advocate on behalf of others**, take action based on feedback and close the loop.
- **I follow up on how my messages are received**, recognizing impact is greater than intent.

Collaborate and celebrate.

- **I acknowledge, recognize and celebrate others** in ways meaningful to them.
- **I thank people** for the opportunity to serve and work with them.
- **I form diverse work teams** and collaborate across departments and levels to accomplish goals.

+ + Be a difference maker. + +