

Design, Live & Protect Your Culture

Organizational culture is a system of shared assumptions, values, and beliefs, which governs how people behave in organizations. These shared values have a strong influence on the people in the organization and dictate how they act and perform their jobs. The best run organizations are crystal clear about culture. They are vigilant to reinforce and protect the culture they desire.

Respond to these questions then tweak them over a period of a few weeks.

Share this with your staff. Engage them in discussing the HOW for each component.

What is your WHY?

Why does this practice exist?

Why is this important to you? ...your colleagues? ...patients?

Be specific!

Describe your VISION

What do you strive to be in five years? How will you make a difference to your colleagues and patients? How will you be different than other practices?

Describe your MISSION

What will you do every day to accomplish your vision? What will you NOT do?

Define your VALUES

Values are the non-negotiable principles which guide the actions of an organization. They define what you stand for and what you won't stand for in your practice.