

# STRATEGIC INITIATIVES



## CULTURE



## CARE



## CONNECTIONS

INITIATIVE	DESCRIPTION
Health Human Resources Strategy	Address our current gaps in staff shortages and retention with a focus on flexible work arrangements, employee wellness, community partnership opportunities and a review of on-boarding/orientation processes.
Staff Development	Provide formal and informal education and training to all employees to feel confident in providing the highest level of quality care and service.
Culture of Kindness	Embed a culture of kindness for our people and all persons for whom we provide care.
Leadership Development	Provide formal and structured training to the leadership team to enhance their ability to lead their respective teams.
Patient Transition and Navigation	Co-design a system to support patient navigation at all points of patient transitions - inpatient, outpatient, home and community.
Optimizing Resources to Patient Outcomes	Ensuring that essential resources are accessible and/or optimized to achieve desired patient outcomes and ensure best practices are in place.
Research and Evaluation	Embedding data, analytics, and best practices into decision making when developing programs and evaluating outcomes.
Best Service for Patients and Clients	Reviewing the service gaps in the community within our areas of expertise and also review our current services for appropriateness, effectiveness, and performance.
System Partnerships	Address current barriers and challenges for patients to receive care in the system and improve standing with partners and improve our involvement and engagement with Windsor-Essex Ontario Health Team, Ontario Health and hospital partners.
Addressing Truth & Reconciliation Commission Calls to Action for Health	Assess the organization's progress towards addressing the Truth and Reconciliation Commission - Health Calls for Action and develop and implement plans to fill the gaps.
Embedding an Equity, Diversity and Inclusion Framework	Establish a data collection system, identify areas of improvement and partner with the relevant communities to address the gaps.
Infrastructure Renewal	Significant back office resources will be required over the next several years in order to change our aging Payroll, HR, and Finance systems.

