

Employee Compact

enrich every life

Together, we are part of something extraordinary, enriching every life including patients, families, and staff

Gundersen Health System

WE COMMIT TO OUR PURPOSE BY:

- Delivering an outstanding experience of care and improving the health of our communities
- Attracting, motivating and retaining staff, leaders, and clinicians with:
 - Jobs that offer worthwhile work and inspire one's best effort
 - A competitive pay and benefits package
- Effectively leading in a rapidly changing healthcare environment
- Determining strategic direction and engaging the organization in its implementation

WE VALUE TRUSTING RELATIONSHIPS BY:

- Creating an inclusive environment of respect where people feel valued and recognized
- Building trust through open, honest communication that respects different views and ideas
- Ensuring that our mission and vision always guide organizational decision-making

WE FOSTER A CULTURE OF OWNERSHIP BY:

- Empowering staff, clinicians, and leaders to own their work by providing clear direction
- Inviting and valuing suggestions and concerns from us all
- Providing the tools, data, and support that staff, leaders, and clinicians need to innovate
- Committing to transparency as a means to improve performance

WE INVEST IN OUR PEOPLE BY:

- Encouraging us all to learn and grow in current roles and prepare for future opportunities
- Helping staff, leaders, and clinicians develop the skills they need to achieve organizational goals through dialogue and feedback
- Enhancing pathways for staff, clinicians, and leaders to explore GHS career opportunities

Employee

I SUPPORT OUR PURPOSE BY:

- Delivering an outstanding experience of care and improving the health of our communities
- Always putting patients and families first
- Supporting the mission and vision of the organization and understanding how they connect to my daily work

I VALUE TRUSTING RELATIONSHIPS BY:

- Collaborating within and across departments to provide the best experience of care and help co-workers succeed
- Communicating in a clear, respectful, and timely manner to foster healthy relationships
- Demonstrating respect for all by giving and receiving feedback with courage and compassion
- Creating an inclusive environment where people feel valued and respected

I ENCOURAGE A CULTURE OF OWNERSHIP BY:

- Innovating to achieve our organizational goals
- Actively participating in and supporting department/group decisions
- Embracing change that supports the mission and vision of the organization

I COMMIT TO GROWTH AND DEVELOPMENT BY:

- Demonstrating the competencies required to perform my job responsibilities
- Continuously learning and growing in my role
- Performing with the highest levels of integrity, confidentiality, and professionalism