

# This is how we LEAD at ERMC!

## UPHOLD LEADERSHIP STANDARDS

- I will consider what is in the **BEST INTEREST** of the patient(s) & the organization when making decisions.
- I will **EMPOWER MYSELF** to **SPEAK UP**, share my suggestions for improvement, & **OFFER A SOLUTION** when I bring forward a concern.
- I will follow **PROFESSIONAL STANDARDS** by separating personal relationships.
- I will lead with **INTEGRITY** & demonstrate professionalism in all efforts & interactions.
- I will provide, promote, & embrace **CHANGE** that propels our organization forward.

- I will accept **CONSTRUCTIVE FEEDBACK** with an open mind, & minimize departmental defensiveness.
- I will be **COMMITTED** to radical candor, transparency, & honesty.
- I will be part of the **TEAM** while recognizing the value of alternative opinions & a variety of viewpoints.
- I will **LISTEN TO UNDERSTAND** & keep an **OPEN MIND**.
- I will **HAVE FUN** at work!
- I will hold myself & my team **ACCOUNTABLE** while empowering & supporting others to achieve excellence.

## TAKE ACTION!

- Be the ultimate **ROLE MODEL** & positively represent ERMC on & off-stage.
- Hold **STAFF MEETINGS** at intervals appropriate for your department.
- Have departmental **GOALS POSTED & ALIVE**.
- Meet all **DEADLINES**.
- Have a departmental **COMMUNICATION PLAN**.
- **CELEBRATE WINS!**
- Be present for **ALL** shifts.

- **MANAGE UP** other departments & leaders.
- **SUPPORT & MENTOR** all employees to allow for maximum empowerment & growth.
- I will **PROMOTE A CULTURE OF SAFETY**.
- I will promote **DIVERSITY EQUITY AND INCLUSION** in the Workplace.

