



HAVE A CONVERSATION WITH YOUR TEAM ABOUT JOHNS HOPKINS MEDICINE'S FIVE-YEAR STRATEGIC PLAN

Managers, please use this information to facilitate ongoing conversations with your team members about how each person can help contribute to the success of the Strategic Plan.

OUR GOALS



SUPPORT THE WELL-BEING OF OUR PEOPLE AND OUR COMMUNITIES

Foster an organizational culture that is supportive, diverse and inclusive, while enhancing joy at JHM. Grow our local community-engagement efforts to address identified needs that promote health.



MAKE JOHNS HOPKINS MEDICINE EASY

Enhance the patient experience by improving access, navigation, communication and care transitions. Make it easy for all members of the JHM community to fulfill our mission.



PUSH THE BOUNDARIES OF SCIENCE AND EDUCATION

Enrich the environment for discovery and learning through continuous innovation. Invest in fundamental science and create new models of teaching, training and clinical care delivery.



WORK LIKE ONE ORGANIZATION

Continue our tradition of leadership by becoming the model of an integrated health care delivery system. Share best practices and extend research and education across JHM venues.



IMPROVE THE QUALITY AND AFFORDABILITY OF HEALTH CARE

Maximize value for the patients we serve with an intense focus on quality, safety and efficiency. Strive for continuous performance improvement. Lead the national conversation and exchange of ideas around high-value care.



AIM FOR PRECISION IN EVERYTHING WE DO

Use data in new and innovative ways to guide decision-making in every corner of our organization, from patient care and education to finance and administration.

Talking Points

- It's hard to accomplish anything without a plan. Innovation 2023—Johns Hopkins Medicine's Strategic Plan—is the road map that will guide JHM forward over the next five years (FY 2019–FY 2023) as we continue improving the lives of the people and communities we serve.
- The five-year Strategic Plan ensures that our six academic and community hospitals, school of medicine, outpatient and ambulatory centers, home care group, international division, and managed care organization are moving in the same direction, helping us continue to deliver the promise of medicine—not just in the Maryland/D.C. region and in Florida, but across the nation and around the world.
- Everyone—regardless of job title or level—has a role and a stake in its success.
- Under the direction of Paul B. Rothman, dean of the medical faculty and CEO of Johns Hopkins Medicine, and Kevin W. Sowers, president of the Johns Hopkins Health System and executive vice president of Johns Hopkins Medicine, the Office of Health Care Transformation and Strategic Planning and organizational leaders across JHM oversee implementation of the Strategic Plan. The leaders meet monthly to review progress.
- Anyone can provide feedback on the Plan to leadership and ideas for implementing the priorities by emailing strategicplan@jhmi.edu.

A Course of Action for Managers

1. Understand the plan and priorities.

- All team leaders should get familiar with the plan.
- **Become familiar with the six goals and the strategies and outcomes for each goal.** More information is available on the Strategic Plan website at hopkinsmedicine.org/strategic_plan.
- Think about how the goals apply to your everyday work and guide your team to do the same. Visualize what success will look like.
- Keep the Plan at the forefront of your work. Align your individual and team goals with the Strategic Plan. Include it as a topic at your regular staff meetings.

2. Take action and follow up.

The best ideas come from our people.

- As a team leader, hold meetings with your people.
 - Download a poster of the Strategic Plan goals and display it in your department. Encourage employees to do the same and display it in their space.
 - Start the conversation. Read and discuss the Strategic Plan as a team. If someone doesn't understand it, help him or her connect the dots. Encourage your team to attend the JHM and your entity's Town Meetings.
 - View the recordings of the JHM Town Meetings where Dr. Rothman and Kevin Sowers discuss the plan's goals. Also view and share other videos with your team about the progress of the Strategic Plan as they are available. Play these videos, or portions of them, at your team meetings.
 - Continue to review the goals throughout the year. Keep the strategic plan on your regularly scheduled meeting agendas.
 - Encourage team members to share their ideas. What goals are important to them? What can they contribute to the goals? What can they do to support the goals?
 - Ask each team member to share accomplishments and progress on the goals.
 - Align individual and team goals to the Strategic Plan.
 - Keep up to date with articles in our publications.
- Encourage your team members to share questions, thoughts and ideas about the Plan with leadership by emailing strategicplan@jhmi.edu.**

LEARN MORE

about the Strategic Plan at
hopkinsmedicine.org/strategic_plan.