

► Thinks Critically and Strategically

- Recognizes the strategic issues facing their areas of responsibility and Atrium Health as a whole.
- Engages in rigorous problem definition, data collection, and analysis, then makes well-informed decisions in a timely manner.
- Connects the dots in complex business situations and distills their essence into actionable insights.
- Sees the big picture and has a long-term perspective, while balancing it against short-term realities.
- Identifies potential scenarios, assesses risks and ways to mitigate them, and charts the best path forward.

► Envisions and Enacts the Future

- Creates a compelling vision of an achievable future.
- Communicates simply and powerfully why change is necessary.
- Mobilizes people and organizational resources to realize their vision.
- Catalyzes innovation and builds adaptive capabilities.
- Is a committed steward of the Atrium Health culture.

► Connects and Collaborates Across and Beyond Atrium Health

- Recognizes the critical importance of integration and collaboration in achieving high performance.
- Convenes and nurtures cross-system teams, and works effectively in the “white spaces.”
- Seeks win-win outcomes and puts the well-being of the patient and the overall organization first.
- Leads effectively across cultures.
- Builds external partnerships and nurtures supporting ecosystems.

► Builds and Leads Inclusive, High-Performing Leadership Teams

- Understands the value of diversity in teams and seeks to get the best out of all people.
- Gets the right people in the right roles, then aligns and energizes them to achieve excellence.
- Establishes trust and creates a culture of psychological safety to enable candid debate.
- Builds consensus; decides when necessary.
- Delivers outstanding results through others.

► Understands and Shapes the External Environment

- Is deeply knowledgeable about patient needs, the Atrium Health business model, and the competitive, political and social environments in which the organization operates.
- Understands the importance of actively engaging with and shaping these environments.
- Identifies, assesses and builds relationships with key stakeholders.
- Is proactive in identifying potential threats and opportunities, and adapts rapidly in the face of changing circumstances.
- Mobilizes and directs supporting capabilities in public affairs, communications and government relations to achieve desired outcomes.

► Builds Talent for and Across the System

- Demonstrates personal accountability for developing future generations of Atrium Health leaders who reflect the diversity of the communities we serve.
- Engages actively with colleagues in assessing and developing executive talent, focusing both on competencies and character.
- Identifies future skillset needs, then recruits and develops people to meet those needs.
- Invests time in coaching and mentoring high-potentials for success.
- Is a role model, embodying the best of Atrium Health’s culture.