



Hospital District #6 Harper County
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pattersonhc.org

SPECIAL MEETING OF THE HOSPITAL BOARD (ADMINISTRATION ONLY)
Tuesday, August 9, 2022 – 5:00 pm

Mission Statement: *Hospital District #6 provides high quality, patient and family centered health and wellness services in partnership with our communities.*

PRESENT: Alan Patterson, Tim Penner, Pam Fallis, Stan Wedman, Jan Lanie, Amy Walker, Kara Bello, Pat Patton, Heather Reames, Beth Towns. Guests Joe Tye and Todd Linden on Zoom.

Prior to the meeting being called to order, Alan Patterson stated he wanted the board members to understand how the evening meeting was going to be ordered. That upon conclusion of Joe Tye's presentation, the Board would go into executive session with Joe Tye but without Pat Patton, then executive session with board members only, then executive session with board members and Pat.

CALL TO ORDER – 5:10 pm

BOARD REVIEW OF CULTURE SURVEY RESULTS by Joe Tye, Values Coach:

Joe Tye, culture change coach, discussed the definition of culture change then reviewed the results from the staff and management culture assessment surveys. 79 survey responses were received from staff and 19 from managers, about 50% of total staff. He stated there was not a significant difference between the results of management and staff. He stated the results were "good" not "great" but better than is often seen at other hospitals. Joe Tye met with department managers earlier in the day to review the results and asked how many would give an enthusiastic commitment to making the transition from good to great and every hand went up.

Joe reviewed the invisible architecture of culture change – patient experience, employee experience, community experience, outcomes and the soul/personality within the building.

- 1) Foundation = a statement of core values. Action Needed > define and create a formal, authentic set of core values for Patterson Health Center that applies to everyone and results in defining and aspiring staff, a set of values they are proud of and want to share with others. Culture is the personality and character of the organization and transitions employees from a place of accountability to ownership.
- 2) Transition from Accountability to Ownership = everyone is a leader regardless of title, everyone is a caregiver regardless of position, everyone is a janitor because they are proud of the environment, and everyone asks How Can I Help? If it needs to be done, do it. If you need help, ask for it.
- 3) Interior/Finish = attitude. Action Needed > help people find joy in their work while at work. This is the power of "fun".

The leadership challenge is helping your people go from good to great. How do you help your people see and do their best?

What is the Board's Role in culture change and the invisible architecture?

- 1) Be involved in the dialogue of defining the statement of core values
- 2) Asking questions of the leadership
- 3) Be positive with staff and issues related to staffing that are brought to you and not intervening directly

- 4) Tangible things the board can do to support staff:
- a. Find and do tangible things to support staff
 - b. Shadow in different departments
 - c. Write a letter to the editor stating support and appreciation for staff

COLA ACADEMY ATTENDANCE UPDATE:

Pat and Heather attended the three-day workshop Culture of Leadership Academy in Cedar Rapids, Iowa July 19-23 along with several other people from large hospital, CAH, tech business. The challenges and problems are the same and many of the solutions for all communities are similar.

Patterson stated the survey information totals that Joe reviewed with the board is different than the survey information that was loaded into Teams. Joe will resend the final survey results to the Board via Pat.

Patterson stated to Pat that before he joined the meeting, that upon conclusion of Joe Tye's presentation, the Board would go into executive session with Joe Tye but without Pat Patton, then executive session with board members only, then executive session with board members and Pat.

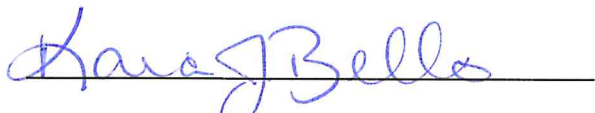
Pam Fallis asked consultant Todd Linden for a timeline for culture change implementation and results.

Alan asked Todd if the board needed to go into executive session. He stated no, there isn't a qualified reason (1-6 below) to go into executive session, but that those present other than Board members could be asked to leave. Patterson asked everyone other than board members to leave the room. No motion was made to go into executive session.

EXECUTIVE SESSION

1. Non-elected personnel
2. Confidential data related to financial affairs or trade secrets
3. Attorney/client privilege
4. Patient confidentiality
5. Preliminary discussions related to the acquisition of real property
6. Matters relating to security measures

ADJOURNMENT: Motion made to adjourn by Wedman; second by Penner. Motion carried.
Time 7:40 pm.



Kara J. Bello, Secretary

Approved by the Board on 09-23-2022

KB:BT