

Partners in What's Possible

Morning webinar





**The possibilities
you bring become
the impact you
share**

*Left:
Frank Mislivec
Nurse Manager
Fairview since 2021*

*Center:
Ashley Garnhardt, RN
Fairview since 2015*

*Right:
Kiflu Wakwaya, RN
Fairview since 2020*

Values

Dignity

Integrity

Service

Compassion

Innovation

- Value the uniqueness
- Ensure everyone's right to privacy
- Respect the cultures, values, beliefs, and traditions of others
- Honor talents and contributions

Values

Dignity

Integrity

Service

Compassion

Innovation

- Say what we mean and do what we say
- Communicate openly and honestly and behave ethically
- Demand the best of ourselves and accept shared accountability

Values

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Service

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Innovation

- Work to make a difference in peoples' lives and in our communities
- Strive for excellence by anticipating, meeting and exceeding expectations
- Continually improve our programs and skills
- Responsibly manage our resources

Values

Dignity

Integrity

Service

Compassion

Innovation

- Recognize and respond to the emotional, spiritual and physical needs of all people
- Create a caring environment, conducive to healing, growth and well-being for all

Values

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Innovation

- Driven to discover
- Support clinical research that leads to tomorrow's cures
- Advance new business models
- Committed to continual improvement
- Innovation is part of who we are

Values

**Which value stands
out to you the most?**

**How do you see this value being
applied to your daily interactions?**

Dignity

Integrity

Service

Compassion

Innovation

Fairview Commitments

Help guide our behaviors to achieve our goals.

The Fairview Commitments are grounded in two key principles:



**Respect
for People**



**Continuous
Improvement**

Fairview Commitments

Help guide our behaviors to achieve our goals.

The Fairview Commitments are grounded in two key principles:



Respect for People

- Create an Exceptional Experience
- Embrace Diversity and Practice Inclusion
- Communicate Intentionally
- Engage and Inspire
- Commit to Development



Continuous Improvement

- Collaborate for Outcomes
- Set and Hold Standards
- Identify and Solve Problems
- Achieve Results
- Pursue Mastery

Employee Engagement

GOAL:

To continually improve upon our employee engagement and truly become the preferred place to work and practice medicine.

In 2024 we...

- Heard the voice of a record **62%** of employees
- Saw improvements in 7 of 7 categories
- Combined the Engagement & Culture of Safety Surveys

What will you do
to become an

Engaged

Team Member?

Performance Management

Holistic approach

- Goal setting
- Commitments
- Functional excellence

Continuous performance management and feedback

Annual performance reviews

Emphasis on personal development

Fairview

*Left:
Tami Farrell
Respiratory Therapist
Fairview since 1996*

*Right:
Sue Ruchti
Respiratory Therapist
Fairview since 2017*





Individually and as a team, we do what's right for each other, our patients, and our communities.

We deliver life-changing science with compassion and a human touch. And we strive to make quality care accessible to all.

We are partners in what's possible.

Fairview

*Left:
Kari Corniea,
Chief CRNA
Fairview since 2012*

*Right:
Hillary Harrison
CRNA
Fairview since 2019*