

What were the key outcomes for each of your main project objectives?

- **Invest in and engage people at all levels of the organization:**
 - Integrated Model- People, Leadership, Organizational Structures.
 - Engaged people.
 - Invested in people
 - Improved relationships within our health care teams
 - Created healthy, new relationships with partners.
- **Leadership Development:**
 - Leadership Model
 - Comprehensive leadership development and training program
 - Formal leaders
 - Leadership champions
 - Succession Management Program
 - System level changes embraced
 - Formal and Informal Leaders

What were the key outcomes for each of your main project objectives?

- **Integrate vision, mission, values, code of conduct and principles of excellence in daily operations:**
 - Integral part of our culture and decision making process.
 - Physician managed code of conduct
 - Expectation of collaboration across organizational programs
 - Integrated Practices Frameworks
 - Integrated within training and educational programs.

What were the key outcomes for each of your main project objectives?

- **Create a safe, respectful and collaborative work environment :**
 - Quality Framework
 - System level initiatives.
 - Integrated approach to Patient and HCT safety,
 - Strategic plan for integrated OH&S Management System
 - Interdisciplinary/inter-professional collaborative approach to service planning and delivery.
 - Data

Sick Time		Time Loss Claims	
Q1 – 2004	3.62%	2007	2.96%
Q2 – 2004	3.65%	2007	2.65%
Q3 – 2004	4.32%	2007	3.41%
Time Loss Claims Costs			
2004 - \$570,438.78			
2006 - \$325,658.85			