

# Integrating Mission and Values into Everyday Decision-Making for Leadership Teams



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## Values-Based Decision-Making Guide

- Begin with reflection
- Level setting and information gathering
  1. Why is the decision difficult?
  2. Do we have all the info we need now?
  3. Do we have input from all necessary stakeholders?
- Integrating values and principles
  4. How does this decision connect to service of the poor and vulnerable?
  5. What creative alternative solutions have been explored?
  6. What values and principles underlie the decision?
- Follow up and implementation
  7. How does the team feel about the decision being made?
  8. What is the best way to implement the decision, being sensitive to all stakeholders?

## Values-Based Decision-Making Guide

- Piloted with a Senior Leadership Team of two hospitals
  - Infusion Center decision
  - Retrospective review: how would the conversation have been different using the Daily Decision Discernment Guide
- Results:
  - Increased conversation about balancing care for the poor and vulnerable with stewardship of scarce resources
  - Subsidiarity and involvement of key stakeholders: Highlighted what went well: implementation and communication plan
- Next steps: Promoting use and socializing the Guide more broadly