



SIoux LOOKOUT  
**Meno Ya Win**  
HEALTH CENTRE

## Linking Concept, Structure & Practice:

*A Strategic Leadership & Planning Model that Reflects, Complements & Supports Diversity Programming*

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### Meno Ya Win

“Menoyawin” is an Anishnabe term that connotes health, wellness, well-being – a state of wholeness in the spiritual, mental, emotional and physical makeup of the person.

The Sioux Lookout Meno Ya Win Health Centre (SLMCH) has a specific mandate among Ontario hospitals, to provide a broad set of services that address the health and cultural needs of a largely Aboriginal population.

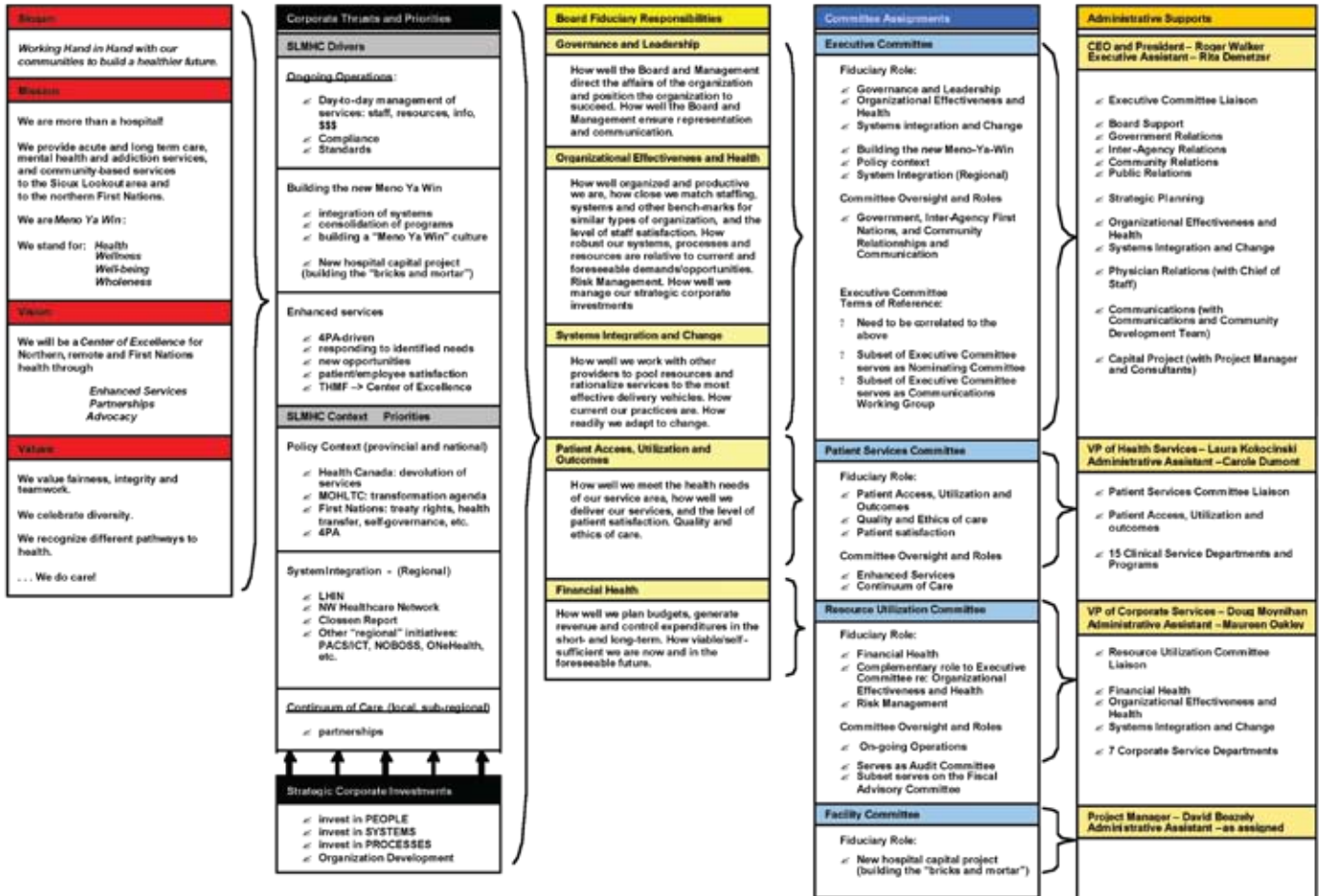


The SLMHC mission, vision and value statements were carefully crafted to bring people forward with a sense of urgency, alignment and common purpose regardless of their cultural legacy.

Translating these strategic statements into a meaningful framework that would transcend the diversity of governance and leadership approach that our people carried with them was a significant challenge.

## Linking Concept, Structure & Practice:

The Meno Ya Win mission, vision and values are the foundation for closely correlated success factors and organization-wide priorities. In turn, all planning, monitoring, reporting and accountability functions and indicators are structured around them. Adapting our governance model to this best practice environment has been facilitated through adoption of the model shown below. This has resulted in organization-wide alignment and the clear correlation of strategic, fiduciary and operational roles.



## Conclusion & Results

The SLMHC leadership have a well-defined construct on which to base their respective functions. A clear organizational focus, identity and alignment have emerged out of post-amalgamation chaos. Programming is purpose and results-driven within a targeted plan. Resource allocation, investment, and reinvestment decision-making is anchored in a correlated manner. Productivity has improved. Board, client-resident-patient, stakeholder, and employee satisfaction has improved.



Success Factors	Organizations Wide Priorities
<b>Patient Health &amp; Well-Being</b>	Improve Access
	Improve Patient Outcomes
	Patient Satisfaction
	Patient Safety/Cross-Cultural Patient Safety
	Program Maintenance, Enhancement and Development
<b>Invest in People</b>	Human Resources Development
	Employment Balance
	Employee Wellness, Safety and Satisfaction
<b>Ensure Value</b>	Financial Health
	Continuous Quality Improvement
<b>Build Partnerships</b>	Systems Integration and Provider Collaboration
<b>Inclusiveness</b>	Reflect the cultures of our service area