

HENRY FORD HEALTH

**(Re)Engagement:
The Educational Program**

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OBJECTIVES

- To discuss the Organizational Identity Orientation of the Henry Ford Anesthesiology Residency
- To highlight values created within our relational organization/residency program.
- To discuss practical tips to improve relational organizational identity.

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I HAVE NO DISCLOSURES

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Engagement AND Reengagement

It's about **VALUE-CREATION**

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Maslow's Hierarchy of Needs



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Maslow's Hierarchy of Needs // Value States



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Maslow's Hierarchy of Needs ??

Self-actualization
 Esteem
 Love and belonging
 Safety needs
 Physiological needs

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Assessment and Creation of Value in Alignment with your Organizational Identity Orientation(OIO)

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Henry Ford Anesthesiology Residency OIO

Relational Collectivistic Individualistic

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How do WE create value in the Henry Ford Anesthesiology Residency Program that aligns with our **Relational (+Collectivistic) OIO?**

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VALUE FORMS: RELATIONAL OIO

How do we view our trainees and faculty?

- Humans not numbers
- Each Journey looks different – Allowed to grow as an individual
- Nurturing not punitive - Caring.
- Connectedness – HFH as a whole.
- Safety is paramount
- You are creative, resourceful and whole – The answers are within you
- Faculty are integral – Let them know it. Happy faculty, happy trainees.

How do teach/train/develop?

- Strategic, meaningful Mentorship AND Coaching.
- Agency – The PD is your agent.
- Empowering and training teachers = empowering and developing leaders – HFH HIGH IMPACT Education.
- Personal and Professional Development Courses

How do we all engage each other?

- Community – Dept and program level, Communitas
- Create time and space to gather – Be intentional
- Present, visible leadership

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From: Yeldo, Nicholas S. <nyeldo1@hfhs.org>
 Sent: Friday, January 21, 2022 11:19:11 AM
 To: Anesthesiology Residents <AnesthesiaResidents@hfhs.org>
 Cc: Chhina, Anoop <achhina1@hfhs.org>; Guruswamy, Jayakar <JGURUSW1@hfhs.org>; Bond, Beth <bbond2@hfhs.org>
 Subject: I'm your agent

I've been thinking these last few days about how I can best promote the success of everyone around me. I'm obviously always trying to do this for you all, but I had a thought I wanted to share. When it comes to advancing your career, making a connection, finding a mentor, etc, etc, I am like your agent. I am here to make these things happen for you if you don't feel comfortable doing it yourself. I'm also someone who has a lot of connections and someone who is owed a lot out there. Its my pleasure to use these favors to help you. So, if you are trying to connect with someone and they aren't responding, or if you have your eye on some role or position or would like someone to mentor you, you should use me to help you. I am basically your agent, among other things. The same way professional athletes have agents to make deals and make sure they are getting what they need, I see myself in the same light.

Hope this makes sense.

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VALUE FORMS: Collectivistic OIO

- **Strong sense of common MISSION.**
 -Mission above any one human = Shared Ideology.
- **Safety net hospital in an underserved community.**
- **Commitment to DEIJ. History of civil rights activism.**
- **Consistent incorporation of resident feedback into future changes.**
 -Short- and long-term goals
 -Small wins, big wins.

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Program Leadership Should:

- **Reflect on / collaboratively crystalize / communicate OI**
 • **Recruitment Tool?**
- **Explore what kinds of practices do and can create value for our people at different levels?**
- **Work to communicate to trainees/educators the value of the overall enterprise internally and externally and the role that they play value creation.**

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Engagement AND Reengagement

Its about
VALUE-CREATION...

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THANK YOU!



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