Navigating the Future

Advantage brought in long-time strategic partner Root Inc. to create an engaging, interactive half-day experience called “Navigating Our Future.” The program uses the metaphor of a boat crossing treacherous waters in a colorful, highly detailed illustration that was created specifically for us. The visual inspires thoughtful dialogue around the challenges and opportunities that the hospital faces in the coming years.

Through the facilitated exercise, the participants gain deeper understanding of external market drivers, both national and regional, that impact the pediatric healthcare landscape. They explore how these drivers are changing the delivery of care and provider reimbursement, and discuss links between the company strategy and the external and internal challenges we face. Building on that knowledge, participants drill down to discuss what is in their control as leaders and ways that they can respond to and implement the strategy throughout the organization.

The Kids Are All Right

Leaders who have gone through the experience report that they have greater appreciation for the hospital’s strategic direction and a better holistic understanding of the challenges they face. They leave the workshop with an overview of the pediatric healthcare business that most clinical and research professionals never get. Table groups are organized to be cross functional, fostering dialogue between clinical, research, and administrative functions that helps break down existing silos and barriers and promotes greater understanding of the full picture.

Based on the success of early runs of the workshop, we plan to cascade the experience to more than 500 leaders across all functions of the organization. Ultimately, our leaders will leave the program with a pathway forward through the change.