

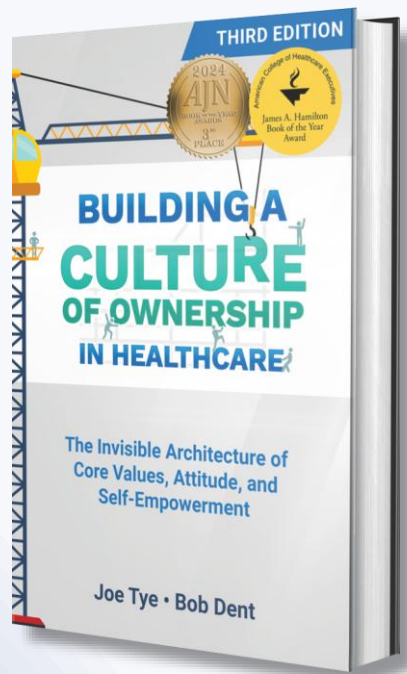


PROCEED UNTIL APPREHENDED!
In today's world we need leadership in every corner, not just in the corner office.

Building a Culture of Ownership in Healthcare

A half-day interactive leadership workshop presented onsite by Ownership Culture Coach Joe Tye. Designed for senior executives and middle managers in healthcare organizations.

Discount for second session on same day



Curriculum based on the award-winning book

3-time AJN Book of the Year

2025 ACHE Book of the Year

Proven results: Ask about Joe's guarantee

Expected Outcomes

- Measurable reduction in time lost to toxic emotional negativity.
- Tangible increase of joy and enthusiasm in work and in relationships.
- Increased initiative and innovation at every level of the organization.
- Elevated employee engagement and patient satisfaction.
- Your “Invisible Architecture” of values, culture, and attitude will enhance recruiting, retention, and reputation.

These outcomes have been documented by partner organizations. The extent to which your organization achieves them will be determined by your team’s dedication to the process and tools they will learn in this workshop.

Joe can help you launch The Pickle Challenge for Charity, a fun way to create a more positive workplace by turning complaints into contributions. Details at www.PicklePledge.com



The Pickle Squad at Methodist Healthcare in San Antonio raised over \$7,000 for the HCA Hope Fund!



“Joe takes a very hands on, engaging approach to help leaders tackle some of the most pressing issues that can impact culture. His focus on ownership vs. accountability is a key differentiator and can be the catalyst for any team to start to make positive changes. After the pandemic, our team was hungry to spend time together and focus on the most important cultural elements to shape our future. Joe’s topics were just what we needed and have influenced how we approach our strategic priorities.”

Kasey Paulus, RN, MBA, CENP
Executive Vice President, Chief Operating Officer
WellSpan Health, York PA

Some of what we will cover:

- Why culture does not change unless and until people change, and how to inspire that commitment
- The 3 levels of accountability, and the downsides of hierarchical accountability
- The AIES Model for Culture Change: Assess-Inspire-Engage-Sustain
- When and how to revise core values
- How to create a Statement of Cultural Philosophy – for the hospital, the department, or individual unit
- 3 essential qualities of a Culture of Ownership
- The Pickle Challenge to eliminate toxic emotional negativity from the workplace
- Strategies to foster a prosilient (prospectively resilient) organization before the next crisis hits
- Fostering an overarching culture while honoring entity culture in a multi-hospital system
- Why DAISY Awards always reflect a culture of ownership in action
- How to complement psychological safety with emotional safety
- Caring for Covid’s emotional long-haulers
- Fostering a Proceed Until Apprehended mindset: Do, Ask, Adapt
- The imperative to connect personal values with organizational values
- The essence of courageous leadership for this age of anxiety
- The 4 dimensions of transformational leadership
- Why you need a strategy for hope
- Key success factors for sustaining a positive Culture of Ownership

Before the event: Conference call(s) to tailor the program; optional VCI-17 Culture Assessment Survey

After the event: Joe will send a summary report of observations and recommendations



One of our tabletop activities: Using the *Culture Mapping Wheel* to identify key culture priorities



Proceed Until Apprehended!

Do: If something needs to be done, do it

Ask: If you need help, ask for it.

Adapt: If apprehended, plea bargain for a better solution



“It was our pleasure to have Joe Tye as our Keynote speaker at the 44th Annual ACNL Conference held at Disneyland in Anaheim California. Joe’s presentation on moving us from accountability to ownership was a vital component of our desired message to assist with moving our profession forward in a unified way, with a unified voice. Joe’s words touched the hearts of attendees, resulting in a standing ovation.”

Kimberly C. Long, DHA, MSN, FNP, RN, FACHE
 Chief Executive Officer
 Association of California Nurse Leaders

The Gold Standard of Positive Culture Change

“I got a whole new team and didn’t have to change the people because they changed themselves.”

Paul Utemark, (then) CEO
 Fillmore County Hospital, Geneva NE



To see if this is a good fit for your team contact Joe directly:

Email: Joe@JoeTye.com

Cell: 319-389-3889

Joe “wrote the book” on Culture of Ownership

