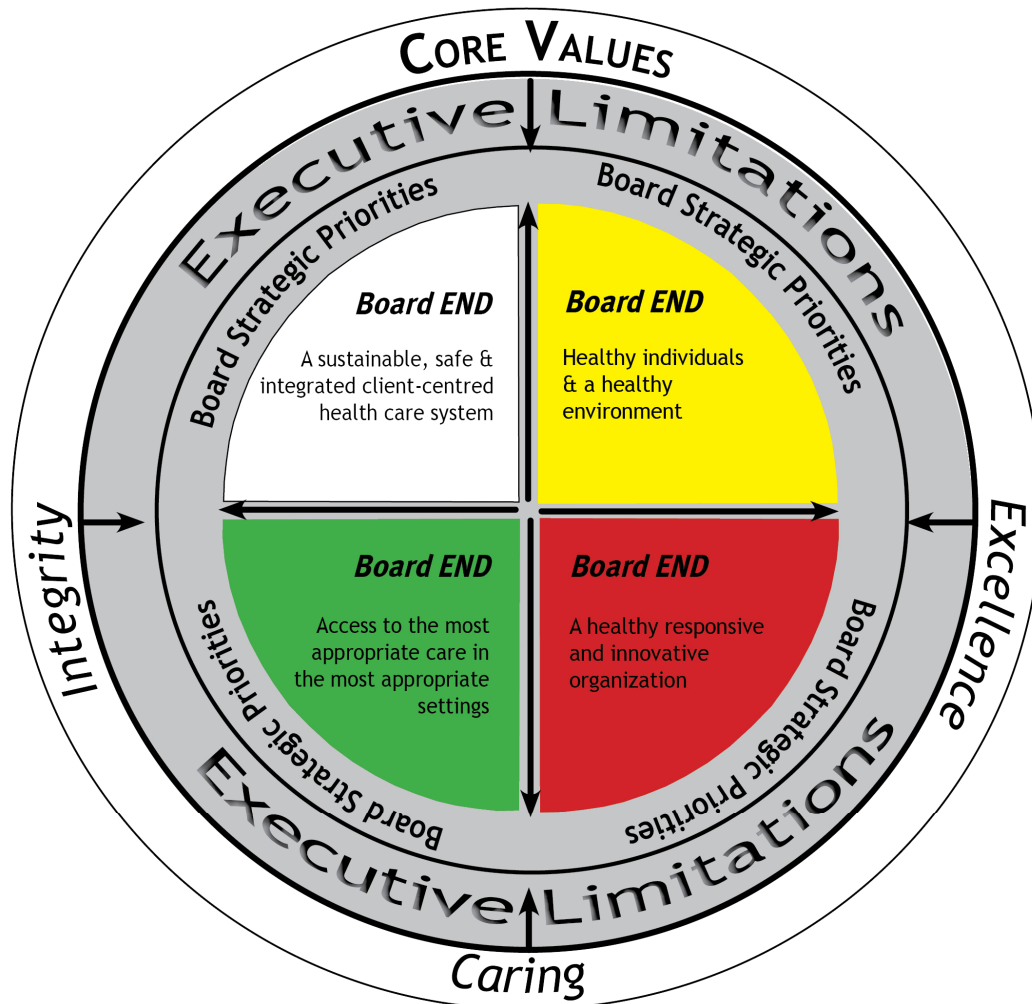


Regional Health Authority
Central Manitoba Inc.



Office régional de la santé
du Centre du Manitoba inc.

INTEGRATED STRATEGIC PERFORMANCE AND ACCOUNTABILITY WHEEL



The Integrated Strategic Performance and Accountability Wheel is a conceptual framework that depicts strategy, balance and integration among key dimensions of organizational performance.

STATEMENT OF PURPOSE

At the very heart of the circle is the statement of purpose declaring our organization's reason for being – why it exists. As articulated by the Board of Directors,

“The Regional Health Authority - Central Manitoba Inc. exists so that people in our Region are as healthy as they can be at a reasonable cost to the community.”

BOARD ENDS

From this central purpose, radiate our Board ENDS which prescribe organizational achievement in four focused yet comprehensive quadrants:

- Healthy Individuals and a Healthy Environment
- A Healthy, Responsive and Innovative Organization
- Access to the Most Appropriate Care in the Most Appropriate Setting
- A Sustainable, Safe and Integrated Client-centered Health Care System

BOARD STRATEGIC PRIORITIES

On the basis of the four Board END quadrants, the Board further establishes broad-level control by defining specific Board Strategic Priorities for each. While addressing a long-term perspective, Board Strategic Priorities create an agenda for action that reflects areas of primary concern within the current environment. They are therefore subject to constant review by the Board.

The CEO and Staff are then empowered to translate the Board's Strategic Priorities into Action Plans, strategic initiatives and to align their operational practices to these priorities. To enhance accountability in this planning process, specific performance measures are identified and set according to desired targets of achievement. Organizational performance is then reported based on the identified measurements and targets in relation to the Board's Strategic Priorities.

EXECUTIVE LIMITATIONS

The arrows which illustrate an inward direction within the Executive Limitations circle invoke a cautionary note within the framework. The Board's Executive Limitations policies delineate the broad limits within which the Action Plans and strategic initiatives can be designed and operationalized across the organization. Applicable to all practices and activities in the organization, the Executive Limitations are imbedded into the overall risk management process.

CORE VALUES

The outermost circle illustrates the RHA Central core values of integrity, caring and excellence. Figuratively, the core values circle embraces the whole organization and establishes the ethical foundation upon which strategic decision-making rests. Through the journey from the inner to the outer circle, our core values guide our behaviour and shape the strategies pursued and influence what we do, why we do it and how we do it.