

Healthier Together

Questions and Answers

What is *Healthier Together*?

Healthier Together is Nova Scotia Health Authority's inaugural strategic plan, for 2016 to 2019. Following an engagement effort with employees, physicians, learners and volunteers from across our organization, we have developed a practical plan to guide our way as we help Nova Scotians to be healthy and stay healthy.

Why do we need a strategic plan?

Our strategic plan is a roadmap to build, grow and shape our new organization. It will serve as a strong foundation for achieving excellence in health, healing and learning. The plan operationalizes our commitment to delivering person-centred, high-quality, safe and sustainable health and wellness for Nova Scotians; creating a healthy, high-performing workforce; and engaging with Nova Scotians to create a healthier future together. With your input, we have created a plan that will guide our decision making and help us focus our energy and resources toward achieving our common goals over the next three years.

What will make *Healthier Together* successful? How can we make it real?

Healthier Together is a practical plan with defined goals and established measures, so we can each understand how we contribute and how we can achieve success. Wherever you work, learn or volunteer in the organization, you have an important role to play in our *Healthier Together* strategy. Please talk to your manager or leader about how your team is contributing to the strategy and stay tuned for more opportunities to discuss the plan and how our vision, mission, values and strategic priorities impact our daily work.

While there is some specific action planning underway, this plan is the lens through which we will continue to provide and enhance our care and service to each other and all Nova Scotians.

How can we work together when we are such a large, diverse organization?

The strategy gives NSHA clarity and focus toward achieving our vision and mission. We are continuing to implement and develop specific initiatives toward our goals, and we are setting benchmarks and measures under each strategic direction.

When does *Healthier Together* take effect?

Our first three-year strategic plan, *Healthier Together*, came into effect on April 1, 2016. Many of our initiatives are already well underway.

What does it mean for me and my role?

As an organization, we are still in our infancy — working to define ourselves and create strong relationships with one another and with members of our communities across the province. Nova Scotia has one of the unhealthiest populations in Canada. This plan provides a baseline of expectations that will help us work together to reverse that reality, while at the same time caring well for those who need it. This strategic plan also provides us with the clarity of mandate we need to focus our care and service. We want to live our mission: to achieve excellence in health, healing and learning through working together. We need a sustainable model to achieve our vision of healthy people, healthy communities — for generations. *Healthier Together* is the tool to help us get there.

Healthier Together will touch everyone in the organization differently. You will be learning more about the strategy and how it shows up in your daily work in your team meetings over the next few months. We will be hosting opportunities for you to ask questions and to share your thoughts on how we use this plan to improve the quality of what we do, enhance our workplace and engage with Nova Scotians to improve our health status.

Continued Over

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How can I get involved?

We are asking each team to discuss *Healthier Together* and identify the ways they contribute in their own area, as a group and as individuals. Learn more at www.nshealth.ca/healthiertogether.

Where did the goals and measures come from?

We have been engaging with our internal community members to develop our inaugural strategy, *Healthier Together*. Our priorities were established by what we know about the health needs of our population, the goals established for the health system by the Department of Health and Wellness, national standards and what Nova Scotians have told us is important to them. Feedback from our employees, physicians, learners, volunteers and key partners helped refine the plan and provided assurances that we are on the right track.

Over the past few months, members of our strategic planning team have been defining benchmarks and measures for the goals set out within each of the three strategic directions. We are identifying additional action plans that will supplement the work we do and help us achieve those goals. Some of those initiatives are already underway.

How will we know we are making progress or have succeeded?

As the work continues to unfold, our strategic planning team will be reporting on each initiative, showing our achievements against our benchmarks and measures.

Managers will also be talking to their teams about where they fit into the strategic directions and what they will do to support *Healthier Together*.

Success will look different for each team, and we want to celebrate our wins together. We will provide opportunities to share our success stories and celebrate our achievements across the organization. We want to champion each other to achieve our individual versions of success.

What are our leaders doing to ensure its success? How will they be accountable?

Leaders throughout the organization are holding conversations with their teams to ensure we are all aware of the strategy and how we each contribute toward achieving our goals.

How can we provide feedback or share our successes?

In the coming months, we will all be more familiar with *Healthier Together*, and the new strategic directions, goals and measures. As it begins to become integrated into our work, we want to hear your stories. Please speak to your manager about how you can submit your story, or share the work of others, or go to www.nshealth.ca/healthiertogether for more information.

Healthier
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