

ENDURING ORGANIZATION

OPERATIONAL EXCELLENCE

**GROWTH:
ACQUIRED
& ORGANIC**

**PEOPLE:
ENVIRONMENT
& CULTURE**

bad news
does not get
better
with
time.



SOLUTIONS NOT PROBLEMS
COMMON SENSE

**EMPOWERMENT
AT THE POINT
OF CONTACT**

RESPECT OF THE
INDIVIDUAL

- ACCOUNTABILITY
- RESPONSIBILITY
- OWNERSHIP

Understand
REALITY
MAKE DIFFICULT
Decisions



Understanding
LEARNING

**DISCIPLINE
UNWAVERING &
RELENTLESS
FOCUS**

Harris/Altera Values

RESPECT OF THE
INDIVIDUAL

DISCIPLINE
UNWAVERING &
RELENTLESS
FOCUS

SOLUTIONS NOT PROBLEMS
COMMON SENSE

DREAM
REALIZATION


bad news
does not get
better
with 
time.

Communicate
& Share
Knowledge


Understanding
LEARNING

EMPOWERMENT
AT THE POINT OF CONTACT

- ✔ ACCOUNTABILITY
- ✔ RESPONSIBILITY
- ✔ OWNERSHIP

Understand
 **REALITY**
MAKE DIFFICULT
Decisions

Our Values

Our first and most important value for a reason – so important that you'll be asked to pursue your career elsewhere if you don't live it.

RESPECT OF THE
INDIVIDUAL



DISCIPLINE
UNWAVERING &
RELENTLESS
FOCUS

We all have problems, what we value are people who want to find solutions – often by standing back and applying common sense.

DREAM
REALIZATION

We believe that discipline is far more effective than motivation and we use it to drive our focus on operational excellence in everything we do. We know it is hard to be consistently disciplined – but we are up for the challenge.

SOLUTIONS NOT PROBLEMS
COMMON SENSE

Dreams, both personal and professional, are the things that matter most to our employees. Dream realization creates highly engaged employees – just the people we want to work with and have engage with our customers.

While most of us don't like receiving bad news, we believe it is the first step in allowing us to move forward and get back on track – the sooner we address it, the better.



We believe that learning is a journey – one that is never complete. We also believe in the importance of understanding the cause and effect of our experiences.



The biggest problem with communication, is the illusion that it has happened. We focus on communicating and sharing what we have learned, so others can benefit and make better decisions.



EMPOWERMENT
AT
THE
POINT
OF
CONTACT

Nothing is someone else's responsibility – we all have a role to play and we all need to be willing to do our part. Blaming others doesn't move us forward or solve problems – owning them does.

Understand
REALITY

MAKE DIFFICULT
Decisions

We believe that the best decisions are made by those closest to them. We also believe in empowering our employees to make their own decisions by helping them develop their professional judgement.

☑ ACCOUNTABILITY
☑ RESPONSIBILITY
☑ OWNERSHIP

We don't expect our employees to always like the decisions that need to be made, but we do expect them to understand their reality as it is and not as they would like it to be.



BRINGING NEXT-LEVEL HEALTHCARE WITHIN REACH