

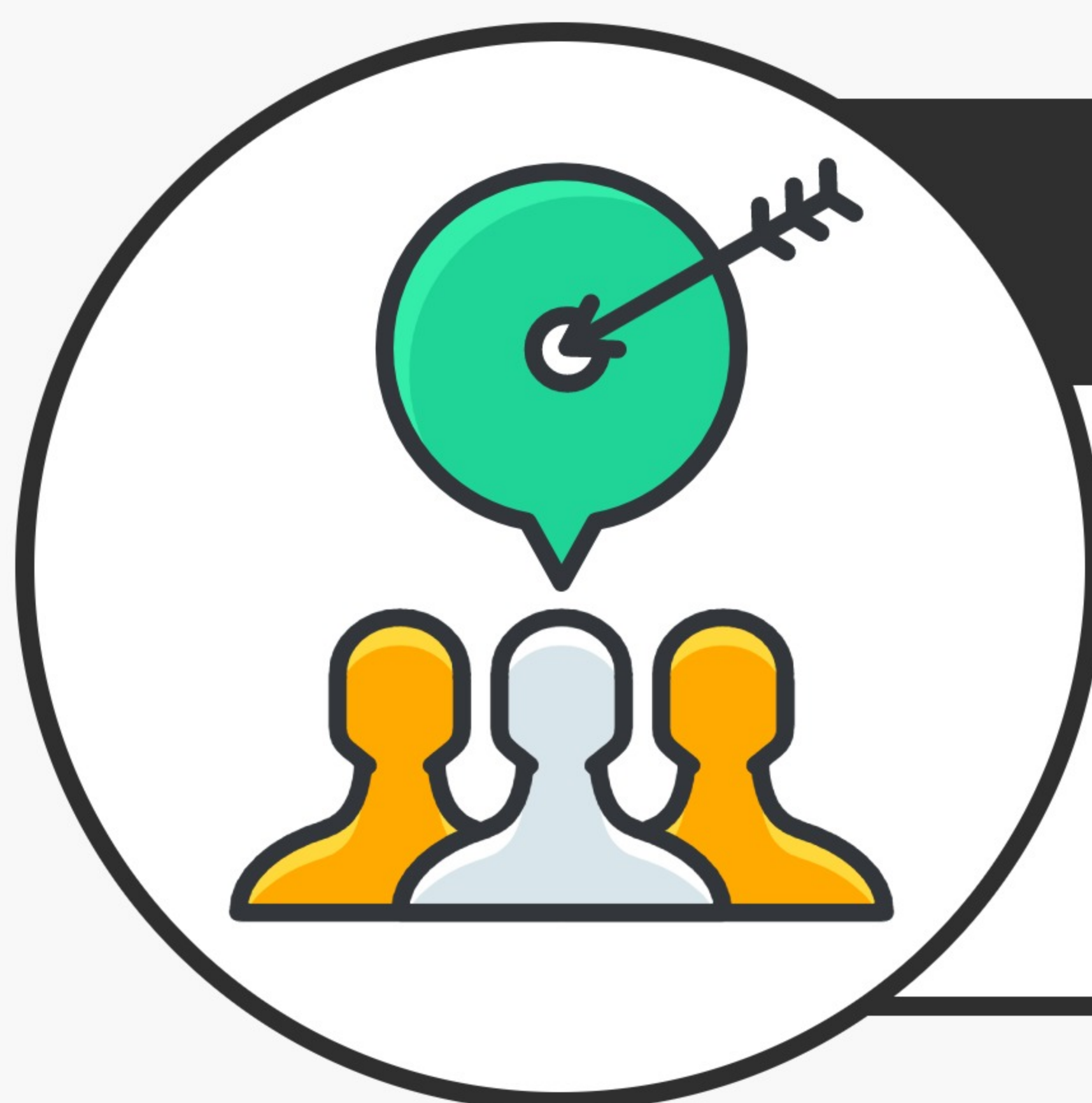
Culture Change to **SAVE LIVES**

Evidence-based steps to improving hospital organizational culture



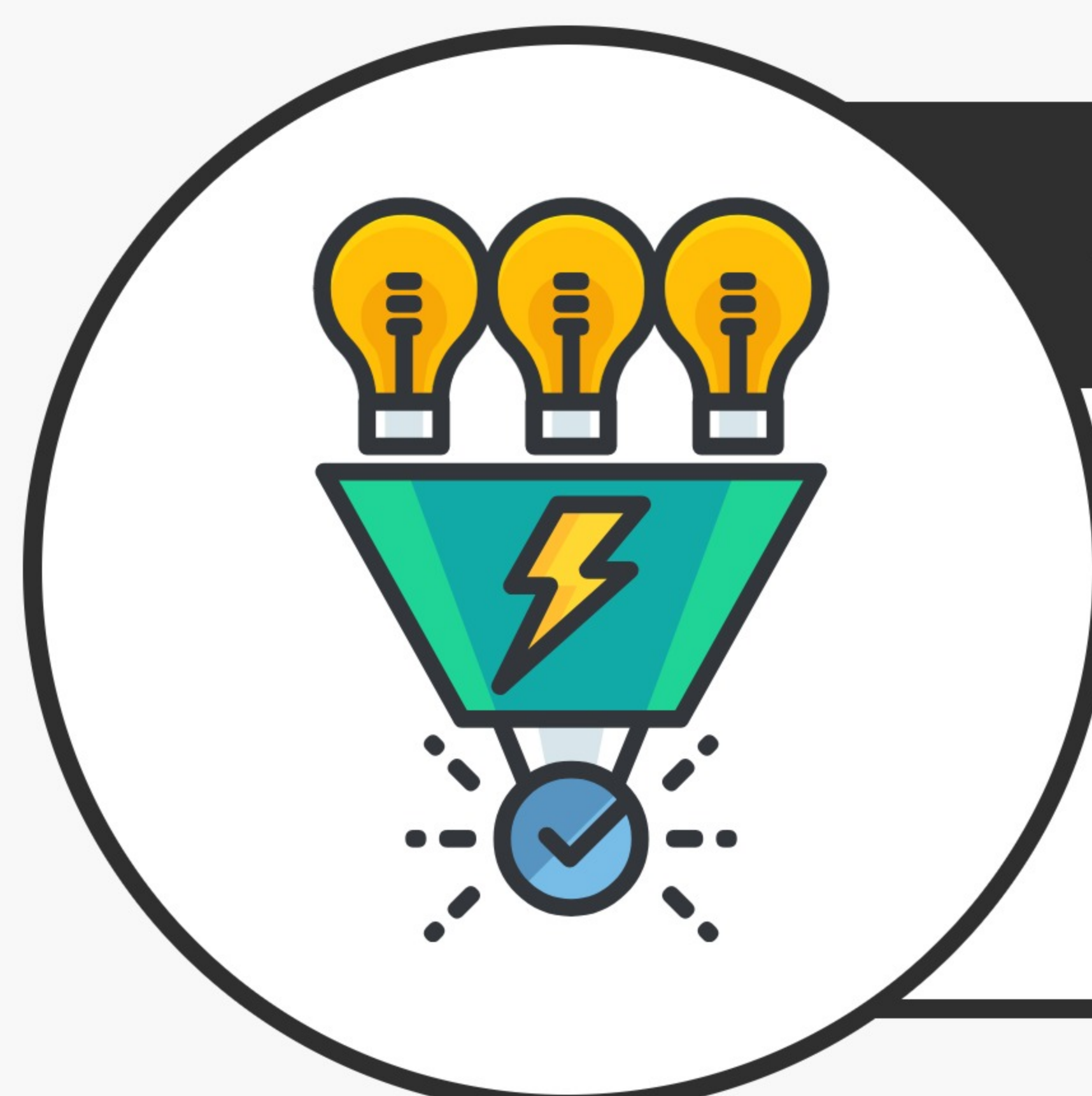
Create a Coalition

Identify a Guiding Coalition whose membership cuts across departments, professions, and levels of hierarchy. Promote full, meaningful contribution from each member.



Set a Shared Goal

Define a performance target that is meaningful to the team, aligned with organizational priorities, and requires diverse perspectives to achieve. Hold each other accountable to that goal.



Commit to Learning

Manage the processes that support both internal problem solving and introduction of new ideas from outside. Focus on HOW the coalition works together as much as WHAT they work on.