

St. Joseph's Health System Strategic Renewal
CARE REDEFINED. TEAMS REIMAGINED.

Grounded in our mission and vision

BUILDING UPON OUR SHARED LEGACY

Founded in the healing mission of the Sisters of St. Joseph of Hamilton, St. Joseph's Health System (SJHS) was established in 1991 to meet the challenges of the changing environment to deliver health and social services.

Throughout the strategic planning process, the history and legacy of the Sisters – the caring, boldness, the willingness to adapt and change, but always serving, was a constant and prominent feature.

Faced with similar challenges in our environment today and core to our purpose is the need to support equity-deserving and racialized populations.

As we move forward, we will build upon our shared legacy and apply innovative approaches to reimagine the way we serve our communities and build our teams together to become the employer of choice for those who want to work at an organization that is rooted in servant leadership, purpose and dedication to compassionate care.

One System.

One Legacy.

Shared Values.

Compassionate Care.

Faith.

Discovery.

Shaping a new tomorrow, together

Our member organizations bring unique strengths and services, from acute care, long-term care, community care, to rehabilitation, hospice, community outreach, and mental health and addictions care. Together we have an opportunity to celebrate and leverage our collective strengths to drive meaningful impact for our communities, our people and each other.



BUILDING FOR THE FUTURE

SJHS' refreshed strategic plan addresses the social determinants of health in our communities – it is a bold vision that builds upon our strengths.

Our core principle is to honour the legacy of the Sisters of St. Joseph's, while positioning SJHS to navigate, and thrive, in an increasingly dynamic healthcare landscape.

These new strategic directions are grounded in our legacy of mission-based care through compassionate care, faith and discovery.

By leveraging our far-reaching footprint and unique structure we will re-imagine how care is delivered, and find new and innovative ways to support our teams. Together, we will lead the future of integrated care.

Advance Health Beyond Boundaries

Amplify our Collective Impact

Invest in the Teams of Today and Tomorrow

SJHS Strategic Plan – Strategic Directions

OUR MISSION:

Living the Legacy. Compassionate Care. Faith. Discovery.

OUR VISION:

On behalf of the individuals and families we are privileged to serve, we will:

- Deliver an integrated high quality care experience
- Respect our rich diversity
- Always remain faithful to our Roman Catholic values and traditions
- Pursue and share knowledge

OUR VALUES:

We commit ourselves to demonstrate in all that we undertake, the vision and values that inspire our Founder, the Sisters of St. Joseph. These are:

- Dignity
- Respect
- Service
- Justice
- Responsibility
- Enquiry

OUR STRATEGIC DIRECTIONS:



Advance health beyond boundaries

- Reimagine integrated care to empower individuals as they live and thrive in our communities
- Address health inequities and remove barriers to care for priority population groups across SJHS



Amplify our collective impact

- Leverage SJHS scope and scale to support shared priorities and optimize care delivery
- Live the legacy of the Sisters of St. Joseph through SJHS-wide collaboration and partnership



Invest in teams of today and tomorrow

- Attract and retain the next generation of health leaders, clinicians and researchers
- Build common learning ecosystems across SJHS to support the teams of today and train the teams of tomorrow

OUR ENABLERS:



Innovate Together

Accelerate impact, learning, and extraordinary care through innovation



Advance Health Equity

Provide and advocate for compassionate care that respects the dignity of all

SJHS Strategic Plan: SJHS Strategic Directions, Opportunities, and Initiatives

DIRECTION	STRATEGIC OPPORTUNITIES	INITIATIVES	YEAR 3 OBJECTIVES
Advance Health Beyond Boundaries	Address health inequities and remove barriers to care for priority population groups across SJHS	<ul style="list-style-type: none"> • Create and scale supportive housing solutions to advance health equity for the communities we serve 	<ul style="list-style-type: none"> ✓ SJHS will <i>remove barriers to care</i> through new supportive housing programs and partnerships through SJHS' newly launched housing portfolio
	Reimagine integrated care to empower individuals as they live and thrive in our communities	<ul style="list-style-type: none"> • Transform home and community care services across SJHS 	<ul style="list-style-type: none"> ✓ SJHS will <i>advance models of person-centered, compassionate, and connected care</i> through modernized home and community care service delivery
Amplify our Collective Impact	Leverage SJHS scope and scale to support shared priorities and optimize care delivery	<ul style="list-style-type: none"> • Maximize our impact and capacity through optimization, partnership, and shared planning and services 	<ul style="list-style-type: none"> ✓ SJHS will <i>optimize collective use of System assets, services, and teams</i> through joint planning and realize tangible value through SJHS-wide corporate integration projects
	Live the legacy of the Sisters of St. Joseph through SJHS-wide collaboration and partnership	<ul style="list-style-type: none"> • Celebrate our legacy and advance our mission 	<ul style="list-style-type: none"> ✓ SJHS will <i>create inspiring experiences</i> that empower our people with the skills and resources to make an impact
Invest in Teams of Today and Tomorrow	Attract and retain the next generation of health leaders, researchers, clinicians, and staff	<ul style="list-style-type: none"> • Support, retain, and develop compassionate, and dynamic teams and leaders of the future 	<ul style="list-style-type: none"> ✓ SJHS will have a <i>talent pipeline and succession plan across SJHS</i> and elevate the unique strengths, clinical excellence, and leadership across our teams
	Build common learning ecosystems across SJHS to support the teams of today and train the teams of tomorrow	<ul style="list-style-type: none"> • Foster a culture of curiosity, discovery, and continuous quality improvement 	<ul style="list-style-type: none"> ✓ SJHS will be <i>recognized for its culture of compassion and curiosity where teams thrive</i> and accelerate innovation and research through education and discovery
Key Enablers	Innovate Together	<ul style="list-style-type: none"> • <i>Accelerate impact, learning, and extraordinary care through innovation and research</i> 	
	Advance Health Equity	<ul style="list-style-type: none"> • <i>Provide and advocate for compassionate, and equitable care that respects the dignity of all by addressing systemic racism and oppression, and by advancing our commitment to Indigenous Reconciliation</i> 	