



Leading People @ DOH

PEOPLE IMPACT ORIENTATION



At DOH, we are building a culture where all employees will:

- Hold themselves accountable for having a positive impact on others to the greatest extent possible
- Seek to understand the needs, objectives, and challenges of the people they impact
- Adjust their efforts to the greatest extent possible when they discover they have negatively impacted others
- Gauge the impact of any adjustments they make to ensure they were effective.



LEADERSHIP COMPETENCIES

At DOH, our leaders will demonstrate the following behaviors and skills:

Start with mindset – Turn your mindset outward by seeing the humanity in others

Don't wait for others to change – Change your mindset regardless of whether others change theirs

Be fully capable – Own your work, plans, actions, and impact. Position others to own theirs

Build relationships – Eliminate the unnecessary distinctions that create distance between yourself and others

Rethink systems and processes to turn them outward – Create an environment that energizes people rather than manages objects