

BUILDING THE FOUNDATION OF  
COREVALUES



STRATEGIC  
PLAN



2019-2021



## BUILDING THE FOUNDATION OF CORE VALUES

Dear Seven Hills Community:

Every two years, Seven Hills Foundation publishes a new Strategic Plan, which is a culmination of input from senior leadership, staff, and our Board of Directors; our accomplishments; and our vision for the organization to achieve optimum quality of life for the participants in our programs—and an optimum work environment for our dedicated staff who care for them.

Seven Hills Foundation and affiliates are in a privileged position to support each individual as well as the collective good of society. In our steadfast efforts to achieve these aspirations, Seven Hills adheres to our Core Values—Respect & Kindness, Integrity, Teamwork, Innovation, and Service to Others—as developed by our staff during an extensive process led by our chief clinical officer, Dr. Joseph Ricciardi.

Using these Core Values as our compass, the six goals and objectives defined in this plan will guide our work over the next two years, assuring the quality of our workforce, the quality of care for our individuals, team engagement and success, enhanced and expanded training and professional development, funding for innovative programming and technology, and positioning Seven Hills at the forefront of the changing landscape of health care, human services, and education.

Seven Hills Foundation continues to lead the health and human services sector because of the unique individual contributions of our team of professionals who define our Core Values. I express my gratitude to each and every one of our staff members for your commitment to the path of work you have chosen, and the attention and empathetic care you provide to the thousands of adults, children, and families we are fortunate to serve.

*David A. Jordan*

Dr. David A. Jordan, President  
Seven Hills Foundation & Affiliates



## Goal 1

*To assure the quality of our workforce, Seven Hills Foundation will strengthen our employee retention and recruitment strategies.*

### Objectives

1. Continue to enhance employee benefits.
2. Augment recognition and acknowledgment of employees.
3. Expand and streamline recruitment activities.
4. Engage and support new employees.
5. Identify factors that contribute to employee longevity.
6. Evaluate compensation data to assess competitive salary structures.



## Goal 2

*To further our mission, Seven Hills Foundation will identify and secure new and diversified funding sources.*

### Objectives

1. Explore private pay and commercial insurance opportunities across affiliates.
2. Identify and develop potential private equity investments.
3. Pursue major gift giving and targeted grants.
4. Pursue new government and corporate contracts.



## Goal 3

*Consistent with our core values, Seven Hills Foundation will provide exceptional quality of care.*

### Objectives

1. Identify and select quality of care outcome measures.
2. Prioritize operational and clinical infrastructure needs.
3. Collaborate with frontline staff to strengthen service delivery.



## Goal 4

*To build team engagement and success, Seven Hills Foundation will promote employee communication and idea exchange.*

### Objectives

1. Provide accessible opportunities for the exchange of information and best practices.
2. Embed core values in all communications.
3. Emphasize communication strategies in new leadership training curricula and orientation.



## Goal 5

*To fully equip our employees with the skills necessary to excel, Seven Hills Foundation will enhance and expand its training and professional development opportunities.*

### Objectives

1. Create population specific trainings for each affiliate.
2. Each affiliate will identify a cohort of frontline staff to complete the new leadership training curricula.
3. Expand clinical learning opportunities through professional continuing education.
4. All trainings will be aligned to corporate values.



## Goal 6

*To prepare for the changing landscape of healthcare, human services, and education, Seven Hills Foundation will identify and invest in physical, technological, and human resources that will position us for success.*

### Objectives

1. Develop in-house managed care/ value- based contracting expertise.
2. Maintain and assess form and function of facilities.
3. Assess technological infrastructure to ensure the capacity to compete in changing managed care landscape.

# MISSION&VISION

The mission of Seven Hills Foundation and its Affiliates is to promote and encourage the empowerment of people with significant challenges so that each may pursue their highest possible degree of personal well-being and independence.

The vision of Seven Hills Foundation is to be a preeminent leader and resource in the identification of unmet community needs; in the promotion of professional and compassionate models of service; and as an advocate of emerging public policy which exemplifies the dignity of all persons regardless of physical, social, or emotional condition.





# COREVALUES

Respect & Kindness | Integrity | Teamwork  
Innovation | Service to Others

- Goal 1** ▶ *To assure the quality of our workforce, Seven Hills Foundation will strengthen our employee retention and recruitment strategies.*
- Goal 2** ▶ *To further our mission, Seven Hills Foundation will identify and secure new and diversified funding sources.*
- Goal 3** ▶ *Consistent with our core values, Seven Hills Foundation will provide exceptional quality of care.*
- Goal 4** ▶ *To build team engagement and success, Seven Hills Foundation will promote employee communication and idea exchange.*
- Goal 5** ▶ *To fully equip our employees with the skills necessary to excel, Seven Hills Foundation and Affiliates will enhance and expand its training and professional development opportunities.*
- Goal 6** ▶ *To prepare for the changing landscape of healthcare, human services, and education, Seven Hills Foundation will identify and invest in physical, technological, and human resources that will position us for success.*

