

LEADERSHIP AT WELLMARK

STANDOUT:

A STRENGTH-BASED APPROACH TO LEADERSHIP



KNOW YOUR PEOPLE

Identify and leverage the strengths of your team



FOCUS YOUR PEOPLE

Create or strengthen your check-ins



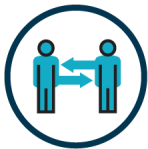
ENGAGE YOUR PEOPLE

Measure and pay attention to engagement

SUCCESS EXPECTATIONS

THAT DRIVE PERFORMANCE

Wellmark's "Eight Expectations" will enable us to create a remarkable experience for our members, employees, and communities by clarifying and aligning behaviors that enable our work to make healthcare better.



BUILD RELATIONSHIPS

Establish connections with others to build trust, share ideas and accomplish work



COMMUNICATE EFFECTIVELY

Listen, share information concisely with purpose and be open to opinions



DEVELOP PEOPLE

Help others become more effective through strengths, expectations, encouragement and coaching



THINK CRITICALLY

Seek information, critically evaluate information, apply knowledge and solve problems



LEAD CHANGE

Recognize that change is essential, set goals for change and lead purposeful adaptations to work that align with a stated vision



DRIVE THE BUSINESS

Connect work to member experience, keep their knowledge current, and own continuous improvement



INSPIRE OTHERS

Inspire others through vision, confidence, challenge and recognition.



CREATE ACCOUNTABILITY

Identify consequences of actions and hold self and others responsible for performance