



PARTNERING WITH YOU: SERVANT LEADERSHIP



Devereux Advanced Behavioral Health has launched a transformative, organization-wide culture movement that YOU will experience as one of our valued family members and partners.

This initiative is called **Servant Leadership**, a term pioneered by Robert K. Greenleaf in the 1960s. Servant Leadership is a philosophy – and a set of values/practices – that enrich the lives of individuals, builds better organizations and creates a more just and caring world. We are embracing this philosophy to create an enhanced work environment where employees feel empowered to voice ideas that will benefit the individuals/families we serve, along with staff, external partners and our overall organization.

As we explore ways to spark innovation and collaboration, we are also working to strengthen various behaviors within our organizational framework. Just a few of these behaviors include:

- Being an active communicator
- Following-up on commitments
- Collaborating with others to find the best solutions
- Anticipating others' needs
- Showing patience and a can-do attitude
- Being respectful, caring and willing to help

Ultimately, our goal is to better support our employees and, as a result, improve organizational excellence and outcomes for the individuals and families we serve. As Devereux's valued partners, our families, agencies and funders play a critical role in our efforts to instill Servant Leadership best practices across our organization. We will be asking for your feedback – about your Devereux experience – more frequently as part of our efforts to measure success.

We are excited to partner with you on this important Servant Leadership journey!



YOURS IN SERVICE ...

We hope you notice and experience Devereux's implementation of Servant Leadership in the way we conduct meetings, materials you see on our campuses and, most importantly, how we treat and support each other.