



November 26, 2024

Hi Team –

The holiday season is officially upon us, as we prepare for Thanksgiving on Thursday, followed by a month of celebrations and special traditions leading up to Hanukkah, Christmas, and Kwanzaa. Here at TriHealth, the holidays are a special time of year, as they provide many fun and festive opportunities to bring a little extra cheer to our patients and all those we serve. As importantly, the holidays give us yet another reason to celebrate our faith traditions and to share our deepest gratitude and thanks for each and every one of you – our 13,000 extraordinary team members, physicians, and volunteers – **the very best healthcare team anywhere!** And speaking of expressing our gratitude to you, and your family, if you haven't done so yet, be sure to order your Honey Baked Ham family holiday meal, compliments of TriHealth! Visit [Bridge](#) for all the details.



### Highlights of November LDI

- Last Wednesday, our 800+ TriHealth leaders, including our physician leaders, gathered for our 30<sup>th</sup> Leadership Development Institute (LDI) to continue to advance the work of building a more reliable organization through common purpose, clear expectations, coaching, and a culture of accountability.
- To strengthen our leaders' ability to better and more reliably support you and your work, the focus of this LDI was on building leader skills around coaching aimed at **developing and growing our people**. This is one important way we deliver highly reliable results in our work to Get Healthcare Right, as ONE Team, TriHealth STRONG!
- Look for a more detailed summary of the LDI in my next Weekly Update after the holiday. And expect to hear from your leaders in the coming weeks about how they are applying their learnings to build even stronger teams and become even more accountable, reliable servant leaders for you!



### Behavioral Health Leadership Transitions

- Over the past 10 years, TriHealth has positioned itself as the region's leading provider of behavioral and mental health services, thanks in large part to the innovative and collaborative leadership of **Dr. Dallas Auvil**, TPP Medical Director and TriHealth System Chief of Behavioral Health, and **Judy Mitchell, RN**, Senior Director of Behavioral Health Services.
- Dr. Auvil and Judy have separately shared their plans to **retire during the first half of calendar year 2025**.
- In preparation for their well-deserved retirements next year, **System and TriHealth Physician Partners (TPP) leadership, alongside Dr. Auvil and Judy, have been working to finalize succession plans** to ensure a seamless transition and continued leadership continuity.



- This will include conducting a thorough search and selection process for their permanent successors, with plans to consider both internal and external candidates. Stay tuned for more details.
- Together, Dr. Auvil and Judy have put in place innovative behavioral health programs that have expanded access and benefited thousands in need throughout the communities we serve.
  - This includes **launching the region's first integrated behavioral health program in 2016 and then expanding it based on demand in 2021.**
  - This program integrates behavioral health professionals directly into TPP Adult and Pediatric primary care, as well as other specialty practices, to ensure patients, families, and providers have the behavioral health care services they need at the right time in the right place to support total wellbeing.
  - This integrated behavioral health approach has become a model and national best practice which other regional and national health systems are now adopting.
- Please join me in thanking Dr. Auvil and Judy for their dedication to TriHealth and their service to our patients and community.

### **Wishing you and your family a Happy, Healthy, and Blessed Thanksgiving!**

*Before we head out to celebrate the Thanksgiving holiday on Thursday, I want to share my deep thanks and gratitude for all you do, every day, in helping us to bring surprisingly human care and exceptional health outcomes to every patient we serve, always! Your compassion, kindness, and humanity are making an incredible difference in the lives of our patients and our fellow team members. And I am so very thankful you have chosen to carry out this noble calling to care, to serve, and to heal here at TriHealth.*

*This holiday, I will be giving thanks for the honor and privilege to work alongside you and be of service to you – our 13,000 team members, physicians, and volunteers – who bring our TriHealth mission to life each day, one patient at a time! Your endless capacity to go above and beyond to care for our patients, for each other, and for our community humbles and inspires me every day!*

*My wish for you and your family is to enjoy a very special holiday filled with great food, great football, much love and laughter, and some well-deserved rest and relaxation. And a special thank you to all of our team members and physicians who will be working throughout our system this Thanksgiving and over the holiday weekend to continue caring for our patients and those in need.*

