



Hi Team—

While our internal clocks may still be adjusting from “springing forward” an hour last Sunday, the time change also ushers in the welcome arrival of longer days, the promise of warmer, sunnier weather, and more opportunities to enjoy our favorite outdoor Spring activities!

And speaking of Springtime fun, don’t forget to order your FREE pair of tickets to a Cincinnati Reds game this season, compliments of TriHealth! Visit [Bridge](#) for all the details!

Update on Annual Planning Process “Refresh” of Our Strategy to Get Healthcare Right

- In January, we kicked off our **FY26 annual planning process**, during which leaders, physicians, trustees, and team members come together to build agreement around the important work of the coming year to continue on our multi-year journey to Get Healthcare Right.
- And, as always, this annual planning process is grounded in, and guided by, our **Mission, Vision, Values, and Brand Promise**.
- When completed, the **FY26 Annual Plan will consist of our Annual Strategic Priorities and Initiatives** – drawn from our multi-year Strategic Plan, our **FY26 System Pillar Goals**, and the associated **FY26 Capital and Operating Budgets**, which align the resources needed to implement the plan.
- This year, we have broadened the annual planning process to include a **strategy refresh** to better understand and address the **external challenges and opportunities** we will face in the coming year and beyond.
- In much the same way our post-COVID strategy refresh prepared us to face and overcome workforce shortages, inflation, and other headwinds four years ago, this refresh will help us **stay ahead of today’s industry “disruptors,” regulatory and health policy changes, and other emerging challenges**.
- **Last week, we completed the second in a series of three leadership retreats** to guide and incorporate stakeholder feedback into the priority work ahead.
- The rich discussions taking place at these retreats are helping us to identify **today’s most pressing external challenges and opportunities** that must be factored into our strategic and operational priorities for the work ahead. These include:
 - More aggressive payer negotiations
 - Preparing for national healthcare policy changes and new budget priorities
 - Leveraging Information Technology/Artificial Intelligence to improve care and efficiency

IMPORTANT DATES

- **Now – March 14**
Submit your t-shirt designs for **Healthcare Appreciation Week**
- **March 19**
Monthly Team Member Town Hall at noon on Bridge



- Redoubling our work around culture, talent attraction and retention
- Leveraging consumerism to expand access and improve health equity
- The evolution of our strategic priorities reflects the progress we have made in our nearly decade-long journey to Get Healthcare Right by sharply focusing on the Triple Aim of better care, better health, and better value for those we serve, and an enhanced work and practice environment for those who serve.
- Look for regular updates on our FY26 annual planning process in upcoming Weekly Updates and at monthly Town Halls.

Be Seen. Be Heard. Be TriHealth.: Sharing the Stories of Our Team Members

- In 2024, we launched our new employer brand promise, **Be Seen. Be Heard. Be TriHealth.**
- Developed in partnership with our team members and physicians, our promise captures our deep commitment to foster a culture for our people based on what you’ve told us is most important to you – a **supportive work and practice environment**, a **strong sense of purpose and belonging**, and **authentically lived, everyday experiences**.
- And at the heart of our employer brand is **YOU** – our team members and physicians who bring their best to TriHealth and all those we serve every day.
- From recruiting to onboarding to decades of purpose-filled work with us, we want your stories and shared experiences to **“Be Seen. Be Heard. Be TriHealth.”**
- So, I am excited to share, we are now **spotlighting the unique and inspiring stories of our team members** throughout the system on Bridge and in my Weekly Updates.
- This is just one, among many, ways we are bringing our Employer Brand Promise to life and celebrating the rich tapestry of experiences and career journeys that make our TriHealth Team and culture so special.
- These stories highlight the special ways our team members serve and lead with passion, integrity, and a deep commitment to our core values, all in the name of Getting Healthcare Right for ALL those we serve.
- As one example of many inspiring stories across our system, click [here](#) to watch a brief, but powerful, story on **Charles Cox** (pictured right).
- Charles began his career with us in 2014 as a dishwasher at Good Sam, and over the past decade has followed his passion to become a nurse with the active support of TriHealth and our career and professional development resources.
- Today, [Charles is an RN on 15AB at Good Sam](#) and plans to continue his career development at TriHealth by now pursuing his **Nurse Practitioner’s** degree.
- Visit [Bridge](#) for more stories and email BeTriHealth@trihealth.com to **share your own story!**



Last Chance: Submit Your Healthcare Appreciation Week T-Shirt Design

- Don't miss your chance to show off your creative side by sending in your design for our 2025 Healthcare Appreciation Week t-shirt by this **Friday, March 14**.
- We've already received **more than 60 designs** from our team members, and there is still plenty of time to tap into your creative side and submit your concept!
- The **winning t-shirt design will be selected by team member voting** and will be **unveiled at the Healthcare Appreciation Week Town Hall on May 14**.
- Visit [Bridge](#) for contest details, prize information, and design submission instructions.



Mark Your Calendar: Team Member Town Hall, Wednesday, March 19 at Noon

- Please plan to join us next Wednesday, March 19 at noon on [Bridge](#) for our March Team Member Town Hall livestream.
- We will share the latest updates on our work to Get Healthcare Right, discuss industry challenges and how we are working to overcome them, celebrate wins, answer your questions, and give away some really cool TriHealth prizes.

Thank you for everything you do to help TriHealth and our team be the best we can be for each other and all those we serve! Because of you, TriHealth patients are healthier, services are more accessible, and care is safer, better, and more affordable...and that's what it means to Get Healthcare Right!