

# ANTHC

Organization-wide  
Strategy Map  
(2006 - 2010)

## Alaska Natives are the healthiest people in the world

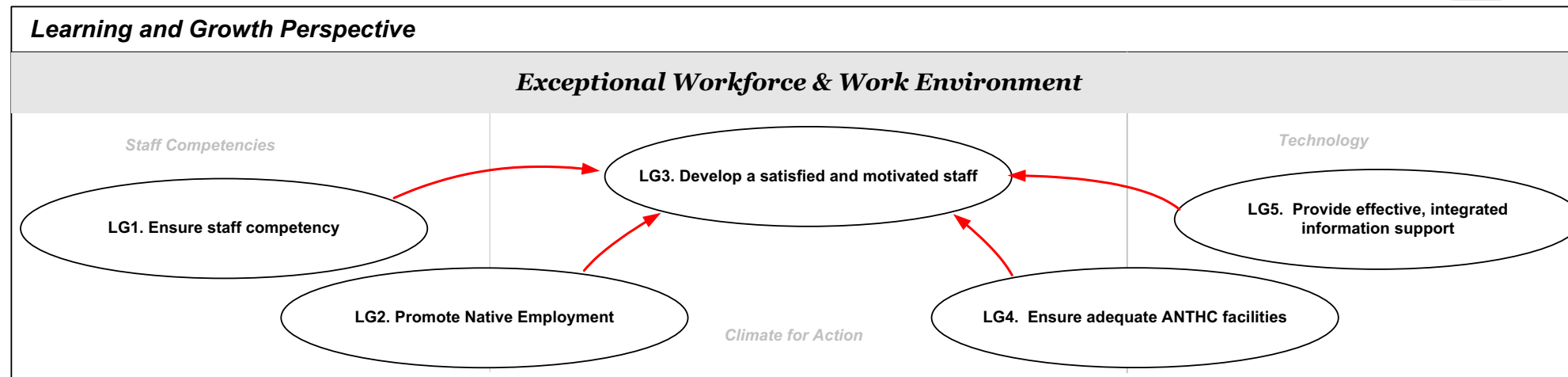
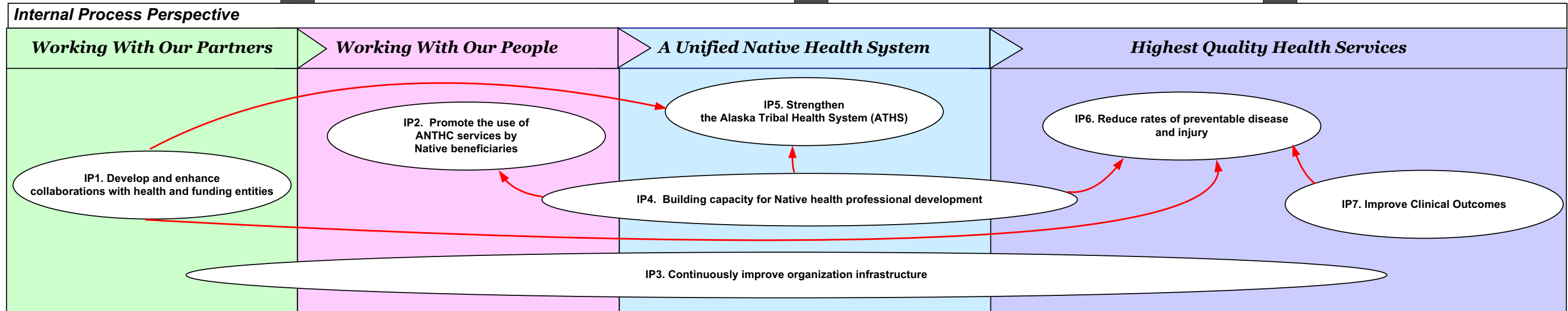
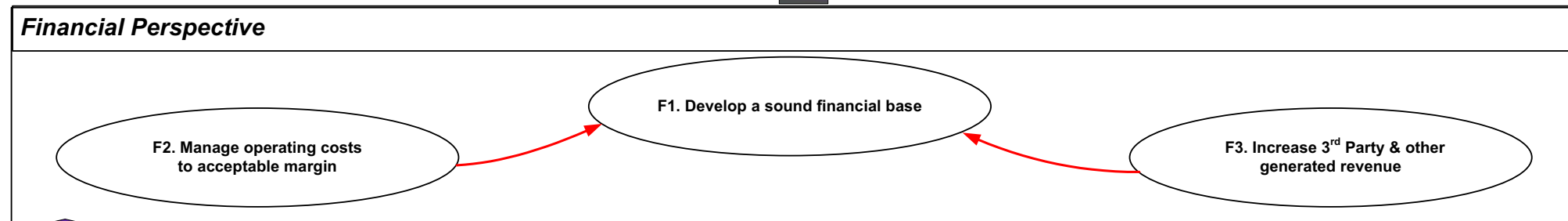
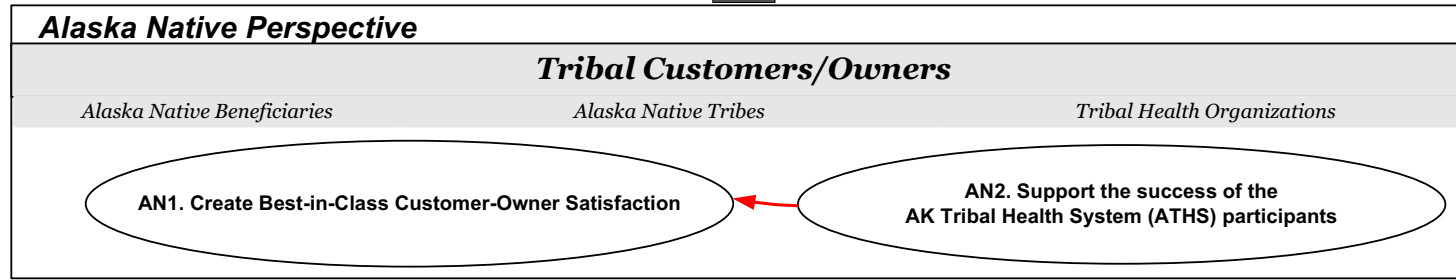


### MISSION:

Providing the highest quality health services in partnership with our people and the Alaska Tribal Health System

### VALUES:

Achieving Excellence  
Native Self-determination  
Treat with respect & integrity  
Health & wellness  
Compassion



**NOTE:**

Final adoption at February 2005  
ANTHC Board meeting



# Alaska Native Tribal Health Consortium KEY STRATEGIC PLANNING TERMS

**BALDRIGE** – The framework for achieving performance excellence which serves as the ANTHC ‘measuring stick’ for organizational improvement.

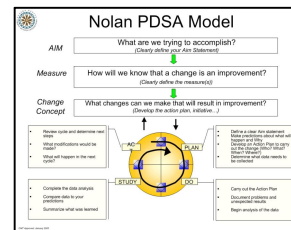


**CUSTOMERS/OWNERS** – Under PL93-638, the Indian Self-Determination Act, Alaska Natives are both owners and customers of ANTHC. Our key customer/owners are 129,000 Alaska Natives, 231 tribes, and 39 tribal health organizations.

**ENVIRONMENTAL ASSESSMENT** – An ongoing activity that focuses on compiling information available from sources both internal and external to the organization, and analyzing that information for its importance with respect to fact-based decision-making for both immediate operations and long-term growth and development. One of these tools used is the SWOT (Strengths, Weaknesses, Opportunities & Threats).

**MEASURE** – An item that is tracked and evaluated to describe the level of success in achieving the strategy.

**MISSION** – Why we exist.



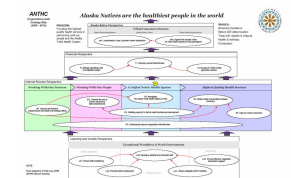
**NOLAN MODEL/PDSA** – The Nolan Model is the ANTHC standard tool for organizational improvement. The model is based on three simple questions—

1. What are we trying to accomplish?
2. How will we know that a change is an improvement?
3. What changes can we make that will result in an improvement? — followed by the PDSA (i.e. ‘Plan, Do, Study, Act’) activities.

**ORGANIZATIONAL PROFILE**– Describes the organization and includes the key influences on how the organization operates, the key relationships with customers, suppliers and partners, and the key strategic challenges that the organization faces. The profile is a living document that changes as the organization and its environment changes.

**STRATEGIC OBJECTIVE** – Statement of what the organization must achieve in order to be successful and realize the vision.

**STRATEGIC PLAN** –The ANTHC Strategic Plan incorporates the Mission, Vision and Values, the ANTHC Organizational Profile, the Strategy Map, the Balanced Scorecard measures and targets, and the initiatives and action plans.



**STRATEGY MAP** – A Strategy Map tells the story of the organization’s strategy using the four perspectives and the organization’s strategic themes as the framework for the strategic objectives. The strategy map clarifies the cause and effect relationships for achieving the vision.

**TARGET** – Describes the desired level of performance or rate of improvement.

**VALUES** – What we believe in. The guiding principles and behaviors that embody how the organization will visibly model the values.

**VISION** – What we want to become.



# ANTHC STRATEGY MAP (2006 - 2010)

**ANTHC 5 YR STRATEGIC PLAN (2006-2010)** The ANTHC Strategic Plan incorporates the Mission, Vision and Values, the ANTHC Organizational Profile, the Strategy Map, the Balanced Scorecard measures and targets, and the time horizon for achievement.

## **BALANCED SCORECARD (BSC) & STRATEGY MAPPING:**

A framework that helps organizations translate strategy into measurable operational objectives that drive both behavior and performance.

## **ANTHC FOUR BALANCED PERSPECTIVES:**

**Alaska Native Perspective:** To achieve our vision, what customers/owners objectives must we meet in order to satisfy their wants and needs?

**Financial Perspective:** To satisfy our Board's financial expectations, what financial objectives must we achieve?

**Internal Process Perspective:** To achieve our Alaska Native and financial strategic objectives, in which internal processes must we excel?

**Learning and Growth Perspective:** To drive success on our internal processes, what competencies, tools, information and work environment do we need?

## **ANTHC STRATEGIC THEMES:**

Key strategic elements pivotal for the achievement of the Mission and Vision.

**Working with our Partners:** Collaborating with our non-Tribal partners to leverage our capacity to deliver common outcomes.

**Working with our People:** Responsiveness to beneficiary needs; Building capacity for Native health care professional development; Working with local and regional Native health care providers.

**A Unified Native Health System:** Operating in an aligned and integrated manner within ANTHC; Participating and operating in an aligned and integrated manner within Alaska Tribal Health System (ATHS).

**Highest Quality Health Services:** Delivery of ever-improving value to our customers; Improvement of overall ANTHC effectiveness and capability

## **ANTHC STRATEGIC CHALLENGES:**

Refers to those pressures that exert a decisive influence on the organization’s likelihood of success in achieving its vision. The description of the organization’s Strategic Challenges is included in the ANTHC Organizational Profile.

1. Balancing the service delivery continuum and quality with available resources.
2. Optimizing development of ATHS.
3. Enhancing ANTHC infrastructure performance.
4. Building information systems for sound decision-making.
5. Responding to opportunities and vulnerabilities in the marketplace.
6. Ongoing professional workforce shortages.
7. Securing sufficient disease prevention resources.
8. Optimizing resources (time, materials, people, money [TMPM]).
9. Maximizing revenue in an environment of increasing competition and funding source restrictions and requirements.
10. Demand for obstetrics, infant respiratory disease, trauma, and chronic disease services will greatly exceed present capacity by 2010.



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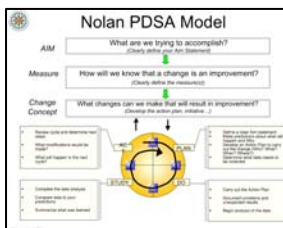
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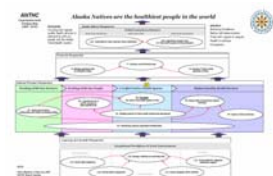
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