

The Values that Transcend Change

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Change

- Is a constant
- Can be exciting and stressful
- Can be hard, scary and sometimes messy
- Organizations with long histories and proud legacies are even more challenged with change
- Is a delicate balance with innovation and legacy

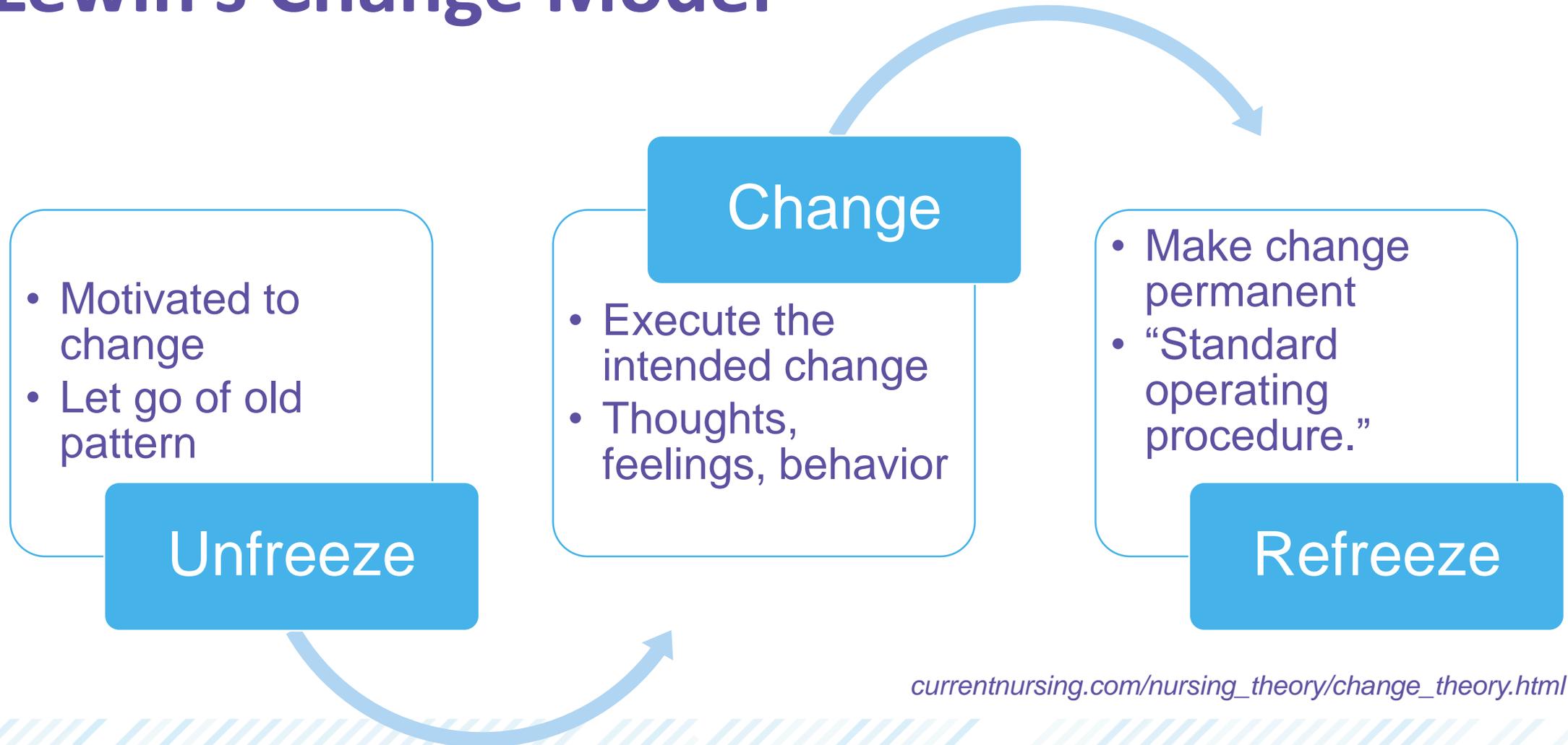


Current changes in Sigma

- New CEO
- Re-Branding
- Global Regional Councils



Lewin's Change Model



Values, Change, and Stability

- When most explicit and fully conceptualized, values become criteria for judgment, preference, and choice and serve as criteria for action
- When implicit and unreflective, values nevertheless perform “as if” they constituted grounds for decisions in behavior

Williams, Jr. RM (1979), p16



Defining Core Values

- *A principle or belief that a person or organization views as being of central importance.*

en.oxforddictionaries.com/definition/core-value

- *The fundamental beliefs of a person or organization.*

en.examples.yourdictionary.com/examples-of-core-values.html

- *Govern personal relationships, guide business processes, articulate what we stand for, essential tenets.*

www.nps.gov/training/uc/whcv.htm



Core values are not...

- Operating practices
- Business strategies
- Mission/Vision statements
- Goals
- Cultural norms
- Competencies
- Changed in response to market/administration changes

www.nps.gov/training/uc/whcv.htm



Our Mission and Vision

- Mission: Advancing world health and celebrating nursing excellence in scholarship, leadership, and service.
- Vision: to be the global organization of choice for nursing.
- “Global Nursing Excellence” as our tagline.



Our Founding Principles

Storgé **Love**
Tharsos **=** **Courage**
Timé **Honor**



Sigma's Core Values

- Sigma values **diversity**.
- We strive, with **integrity**, to improve world health through the exchange of knowledge and ideas from many viewpoints.
- We value **collaboration** as a way to address global health issues.
- We value and celebrate **excellence**. We are committed to excellence in all of our endeavors.



Sigma's Core Values

- We value the development and use of **knowledge**, believing that it empowers nurses.
- We value **leadership**, believing nurses are leaders who have an essential role in improving global health care.
- We value **tradition** as it connects us to our beginnings and is the foundation for our future.



From a talk given at Alpha Chapter induction in 1970 by Mary Tolle Wright



“We had high hopes for Sigma Theta Tau. I believe it was Patrick Henry who said ‘It is natural to men to indulge in the illusions of hope.’ We did just that. Thus, Sigma Theta Tau had been conceived, and thus it was dedicated as an educational force, standing for the best in nursing, encouragement for future nursing leaders and excellence in the preparation of leaders for the future.”

(Note, there were 43 chapters at this time!)



From the New CEO

- I reaffirm that our values will be upheld and will be incorporated in all we do.
- Our focus will continue in scholarship, leadership and service.
- Regardless of what the future holds, we will be known for our commitment to global nursing excellence and we get to global nursing excellence through our core values: diversity, integrity, collaboration, excellence, knowledge, leadership and tradition .





“Even if you’re on the right track, you’ll get run over if you just sit there.”

Will Rogers





Dealing with Change

- Focus on values vs fears
- Discuss problems vs feelings
- Use humor
- Accept the past but fight for the future

hbr.org/2016/09/how-to-get-better-at-dealing-with-change



Dealing with Change

- What's the worst that can happen?
- How much can I control?

au.reachout.com/articles/7-tips-for-dealing-with-change



Next Steps

- Accept & Reframe
- Celebrate Positives
- Take Action
- Manage Stress

au.reachout.com/articles/7-tips-for-dealing-with-change



Core Values vs Personal Values

Core Values: embedded while growing up, and create the way you orient to the world (the filter through which you decide to act and react to life's daily changes).

Personal Values: lessons learned from life's trials and tribulations.

www.herbstevenson.com/articles/core-values-assessment.php



Your Values?



Values

- Foundation for decision about our behavior
- Criteria for our actions, choices, and judgments.



My Values



Personal & Professional Values

Honesty

Trustworthy

Respectful

Diversity

Authentic



Making a Difference



Your Legacy



Thank you!

