



\$5,000 Grants from the State Office of Rural Health and TORCH cover virtually all program costs!

Join the growing list of hospital leaders taking advantage of the SORH/TORCH grant to make impressive improvements with a real-time, data-driven roadmap of what's actually happening inside their hospitals, and get the answers to questions like:

Who are your most influential informal leaders?

How strong are your hospital's shared values?

Which teams are most disconnected from you?

Ask one of the many hospitals who have participated in this unique program:

Castro County Healthcare
Childress Regional Medical Center
Cogdell Memorial Hospital
Columbus Community Hospital
Comanche County Medical Center
Eastland Memorial Hospital
Electra Memorial Hospital
Falls Community Hospital

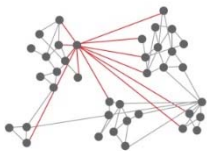
Fisher County Hospital
Goodall-Wicher Hospital Authority
Hamilton Healthcare System
Hardeman Co. Memorial Hospital
Haskell Memorial Hospital
Hereford Regional Medical Center
Lavaca Medical Center
Lynn County Hospital District

Medina Healthcare System
Memorial Medical Center
Mitchell County Hospital District
Muenster Memorial Hospital
Rice Medical Center
Rolling Plains Memorial Hospital
Stonewall Memorial Hospital
Ward Memorial Hospital
Yoakum Community Hospital

SUMMARY OF SERVICES PROVIDED:



Leadership Team Strengths Session: The leadership strength assessment powerfully connects senior leaders to each other and serves as a bridge to important insights. Individual strengths are combined to reveal group strengths and to generate a meaningful and actionable executive team discussion.



Hospital Communication Diagnostic: Data-driven insights from the hospital communication diagnostic reveal a hospital's most influential formal and informal leaders, identify and suggest remedies for communication obstacles and bottlenecks, and show how to use existing influence pathways for important organizational messages.



Organizational Culture Assessment: The organizational culture assessment shows where desired organizational culture diverges from actual organizational culture, and culminates in an action plan to loosen the grip of counterproductive norms and behaviors and build from existing shared values.

www.ondemandleadership.com 800-774-1296

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HOW THE SORH/TORCH GRANT PROGRAM IS DIFFERENT:

- **Built for Texas Rural Hospitals:** The SORH/TORCH grant program was designed for Texas rural hospitals from the outset, and then is adapted to meet your specific hospital needs to provide the best fit between what you need for your hospital and what you get from the program. With the grant program, there's no need try to retrofit a service offering designed for a big city hospital onto your hospital.
- **Powered by Data, Science, and Experience:** The SORH/TORCH grant program is powered by data, science, and decades of consultant experience. Insights, observations, and feedback about your hospital are grounded in science and research, not guesswork based on hunches or opinions.
- **Customized for Each Hospital:** One-size-fits-all products and services aren't optimal for rural hospitals, because no two hospitals are the same. The SORH/TORCH grant services are customized to meet the unique needs of different hospitals, and as a result deliver an unmatched level of fit and usable information.
- **An Earned Reputation for Delivering Results to TORCH Hospitals:** On-Demand Leadership (ODL) delivers consistent results to the people and hospitals you know and trust. The list of TORCH hospitals and leaders ODL has worked with is extensive and growing, and endorsements from hospital leaders at all levels corroborate that TORCH/ODL services deliver as promised, every time and in every hospital.

Read what rural hospital leaders have to say about the program:

"On-Demand leadership is helping our hospital better understand individual, team, and organizational strengths. I am literally watching our management team become more effective."

—John Henderson, CEO, **Childress Regional Medical Center**

"If On-Demand Leadership is doing it, you can count on the fact that it will deliver. We've used On-Demand Leadership for multiple projects and we couldn't be happier. They improve hospitals with every engagement. Highly recommended!"

—Emily Dossey, HR Director, **Hamilton Healthcare System**

"You can trust On-Demand Leadership with your most important organizational challenges, headaches, and opportunities. They are a hospital executive's best friend."

—Gena McCormick, CNO, **Eastland Memorial Hospital**

"This program is the best thing to come out of TORCH."

—Gene Schuler, Former CEO, **Hereford Regional Medical Center**