BSI - Strategic Foundations Session
June 7-8, 2016

STRATEGIC THEMES & RESULTS
**BSI - Strategic Themes and Results**

**Development Explanation:**

- Developed 6.7.2016 at *BSI Strategic Planning Kick-Off Session* via small and large group exercises
- Will be further refined during *BSI Theme Team session* in July 2016

**Definition:**

- **Strategic Theme (Goals):** Main focus areas of the organization; the organization’s ‘Pillars of Excellence’ used to focus staff effort on accomplishing the vision. For each theme there is a Strategic Result.

- **Strategic Result:** Desired outcome for the main focus areas of the strategy.
BSI - Strategic Themes and Results

Strategic Themes:
• Break down Vision into more operational terms
• Represent the main focus areas of the organization’s high-level strategy
• Are thought of as the organization’s “Pillars of Excellence”
• Cut across the business and support functions of the organization
• Each have one corresponding Strategic Result

Strategic Results:
• Define the desired outcome or goal of the Theme
• Indicate how we will know success within the Theme
• Are described in declarative “end state” language (e.g. costs are low, not we will lower costs)

Example:
• Strategic Theme: Build the Business
• Strategic Result: We hold the leading share in the global fast food restaurant market in every country in which we choose to do business.

Balanced Scorecard Institute

June 7-8, 2016
## BSI - Strategic Themes and Results for Upstate Medical University

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<tr>
<th>Strategic Themes</th>
<th>Strategic Results</th>
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<tbody>
<tr>
<td>Innovative Learning and Discovery</td>
<td>Destination of choice for patients, innovators, educators, learners, and researchers.</td>
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<tr>
<td>Community Impact</td>
<td>A trusted partner in support of the health and well-being of our communities.</td>
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<tr>
<td>Execution and Growth</td>
<td>An excellent university growing through aligned decision making, efficient and effective operations, quality services, delivered by a dedicated and diverse workforce.</td>
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<tr>
<td>Integration</td>
<td>One university, connected by mission, integrated by leadership, and aligned through a culture of trust, transparency, and inclusion.</td>
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