



Over the course of two days in December 2025, the Region 3 leadership team engaged in a structured strategic planning process that included a Strategic SWOT analysis followed by The Six Critical Questions framework. The purpose of this work was to create shared clarity around who Region 3 is, how it operates, and what matters most in the near and long term.

The following represents the **final decisions and outcomes** of the Six Critical Questions. These conclusions are intended to serve as the primary strategic reference point for Region 3.

Final Purpose Statement:

Region 3 exists to provide, advocate, educate, and ensure quality behavioral health services for individuals to improve their overall well-being.

Agreed-Upon Core Behaviors:

- **Integrity** – Acting in an honest, responsible, and respectable manner through actions and words
 - **Accountability** – Taking ownership of words, actions, and decisions to ensure work positively impacts the mission of Region 3
 - **Compassion** – Actively listening, being empathetic, and providing support to foster a positive culture
 - **Collaboration** – Demonstrating commitment to open communication and partnership to achieve a common purpose
-

Primary Organizational Functions:

- Provide quality behavioral health services through programming, system leadership, and a network of providers within the service area
 - Provide access to behavioral health services for uninsured or underinsured individuals who meet financial eligibility requirements
 - Manage and provide oversight for behavioral health services and systems
-

Final Strategic Anchors:

1. *We will build and support a workforce that is highly trained and responsive to the people we serve.*
2. *We will ensure that services are delivered with the highest quality.*
3. *We will actively pursue behavioral health system improvements always.*

These Strategic Anchors are intended to be enduring, decision-shaping priorities that guide what Region 3 will pursue, what it will say no to, and how resources will be allocated.

Three-Year Aspirational Goals

- Succession planning
- Formalize leadership structure or team
- Stable, engaged workforce

Initiatives for 2026

- Complete the Accountability Chart
- Identify upskilling opportunities
- Identify pain points for key staff
- Review staff benefits
- Brainstorm staff recognition/incentives
- Review processes & creates a stop-doing list