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LPHI 2015-16 Annual Report Executive Summary & Comparative Financial Reports

The Louisiana Public Health Institute (LPHI) team worked diligently in the 2015-16 fiscal year to align efforts, develop human capital, enhance systems and deliver high quality initiatives to improve health for all. Throughout the year, the team cultivated new lines of work and emerging business models, expanded the organization's geographic footprint, and evolved organizational expertise and practices to generate innovative opportunities. These efforts have moved the organization deeper into the major culture change that is needed to position LPHI for a strong future that will ensure that the organization is capable of addressing complex health challenges throughout the region. The culture change is hard and will require continued skill development, behavior change, and increased focus on results. We are deeply committed to this change and inspired by the opportunities that the changes will bring to our work with partners and communities.

The Strategy and Culture process that the organization has conducted in recent years culminated this spring in the adoption of the LPHI Strategic Plan and Goals Cascade. The plan and cascade align mission, vision, strategies and goals throughout the organization. Senior Leadership made an intentional decision in 2015-16 to broaden the purview of the CEO's goals to serve as the Organization Goals. In doing so, the CEO led a charge that invited and engaged every staff member in strategic work to advance the LPHI mission. These efforts have resulted in vertical and horizontal alignment of all activities for a common purpose.

LPHI's commitment to Health Equity continues to mature. Staff are passionate about the changes that we seek to activate with partners to improve the health conditions so that everyone has the opportunity to be healthy. The organization's eight portfolios and five shared services have cultivated a set of initiatives that address the continuum of factors that impact health; spanning wide, yet interconnected priorities. During 2015-16, LPHI's initiatives employed fifteen of the twenty strategies named in the Office of Minority Health's National Strategy for Achieving Health Equity. Together, our efforts have raised awareness of health inequities; increased opportunities to engage community in positive change efforts; cultivated leadership and capacity; engaged



diverse perspectives; and made data, evaluation and research available to key decision makers.

Tracking with national trends for non-profit organizations and regional context, we anticipate that the organization's business model will need to evolve and diversify in future years. The Leadership Team mobilized in 2015-16 to improve the organization's business development approach and skill set. The enhanced approach includes the ability to establish diverse and coordinated relationships. We are working on a mindset shift regarding the work of the institute which involves shifting from tactical activities towards services that bring strategic value to community partnerships, ensuring shared commitments and success. Together, the team is developing evidence-based and context driven concepts and testing these ideas with partners and funders. This shift in our business development approach will continue with great fervor in FY 2016-17. We are confident that the new approach will lead to future sustainability as indicated by expanded engagements achieved this year in initiatives such as REACHnet with PCORI and the Adolescent Mapping Project with the Packard Foundation. Another indication of this success is an increase in the volume and substance of requests for new work with our evaluation, information technology and communications shared service teams.

During the past year, staff throughout the organization have worked together to achieve major systems changes to improve LPHI's collaborative practice model, create efficiencies, and assure accountabilities. For example, a cross-organizational team developed the LPHI Portal, which is a cost effective solution that facilitates knowledge management and collaboration on projects. Another systems change involves the installation of a new proposal development process that emerged from LPHI's first Kaizen event, our first organization-wide quality improvement initiative.

A key factor that has strategically positioned LPHI for the future is the investment that we have made and will continue to make in our human capital. We are only as strong as each of the team members that we engage in our shared mission. Throughout this past year, LPHI was fortunate to receive stellar coaching and technical support from AchieveMission. We have leveraged this coaching to build the skill level of our management and leadership teams. In the coming year, we will cascade these newly developed skills and processes to all staff in the organization. Together we developed the organization's core and leadership competencies, established succession plans, and improved performance management practices. All of which strengthen the focus and



the capacity of the team to navigate the challenging times and opportunities that lie ahead.

We are proud of the collective successes that we have achieved in 2015-16. As we work to advance a culture of health in our communities, we are deeply committed to creating a dynamic and healthy work environment at LPHI that supports the greatest potential of all employees. With the transformations that have taken place at the individual, project team, portfolio, shared service and leadership levels, we are strengthening our position for a bright future in partnership with those we serve. In 2016-17, we look forward to sharing the good news of our work as we launch our new brand and website. We are grateful to continue to work in partnership with our Board of Directors, staff and community members. Together, we can improve health for all.