Weighting goals allows leaders to focus and meet their goals. Dave Fox, CEO of Advocate Good Samaritan in Downers Grove, Ill., really understands prioritization. His organization leads the country in clinical outcomes and other measures year after year. His evaluation process shows his managers truly understand what’s most important.

When the hospital wanted to reduce central line infections and hospital-acquired pneumonia, he went into his managers’ evaluation area in the intensive care unit (ICU) and aligned them to accomplish just that. In fact, a high percentage of their evaluation was based on quality goals of reducing central line infections and eliminating hospital-acquired pneumonia.

As seen by the graphs, his strategy succeeded. Not only did this hospital improve clinical care in its ICU, the financial impact was significant, with more than $400,000 saved due to decrease of central line infections and more than $500,000 saved due to decrease in ventilator days and ventilator-associated pneumonia.