[Greeting],

On March 14, Michigan Medicine managers participated in Management Conference. Through panel discussions and group activities, we conducted a deep dive on the theme of the day: ***Defining an Engaging Michigan Medicine Culture***. Our facilitator, Adrian Gostick, defined culture as “the product of group values, attitudes, competencies, and behaviors.”

We took time to review our current Michigan Medicine culture and describe our desired culture. We each made an individual commitment to furthering our progress toward our desired culture.

As a result of Management Conference, I’ve committed to**…[Fill in the action you committed to taking at Management Conference]**. ***Optional: I’m asking you to help me completing this action by…***

In addition to this, I’d like to share with you a few takeaways that I found valuable from Management Conference.

Most importantly, I have learned that an organization’s culture matters…to our team, our patients, our families, our research participants…to anyone who interacts with Michigan Medicine. I look forward to working with all of you to build our desired Michigan Medicine culture. Stay tuned for further updates. If you have any questions, please feel free to reach out to me.

If you would like more information about Management Conference and the work we are doing to create our desired Michigan Medicine culture, visit the Michigan Medicine Year of Learning of website at <http://michmed.org/yearoflearning>.