

Analyze of individual
values and the
organization,
healthcare synergy,
inc. 's



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Value Alignment Paper Edleen English BUS/475 March 13, 2013 Carol

Sommers Value Alignment Paper This paper analyzes individual values and the organization, HealthCare Synergy, Inc. 's, values as reflected by their plans and actions. It includes the origin and subsequent evolution of my personal and workplace values. The paper explains how individual values drive actions and behaviors while analyzing the alignment between values and actions and behavior. The paper will demonstrate analysis of the degree of alignment between HealthCare Synergy, Inc. s stated values and their actual plans and actions. It will attempt to explain the differences and analyze the degree of alignment between your values and the organization's values as reflected by the organization's plans and actions. Origin of Personal and Workplace Values After careful analysis of the origin of my personal values, I realize a great amount of my values are directly influenced by the upbringing I received from my parents and other closefamilymembers and friends, teachers throughout myeducation, and maybe even television and movies.

Culture, tradition, and social standards helped in nurturing values such asaccountability, consistency, commitment, integrity, leadership, andrespectto name a few. After considering the origin of my workplace values, I realized these too were in direct correlation with culture, tradition, and social standards learned from personal experiences with people I considered close and valued throughout my life, including previous job positions and employees I've worked with in the past.

Subsequent evolution of my personal and workplace values have a lot to do with exposure to different cultures, ethnicities, religions, and social and

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political influences. As my personal and workplace experiences increase, so do my expectations. Actions and Behavior Driven by Individual Values My individual values drive my actions and behavior. Personal morals and values add balance and stability to my life and allow me to exist as a well-rounded individual, both in my personal space and my workplace.

Without core values such as commitment, dedication, consistency, leadership, loyalty, and respect, it would prove difficult to fit or mold into business settings and adapt to an organization's business cultures. I analyzed how my personal values alignment with my actions and behavior by predicting the outcome should my values be non-existent. If I display the inability to possess personal qualities employers look for in the workplace- commitment, accountability, loyalty, integrity, leadership, consistency and respect- I will not be trusted or seen as an asset to the company when it comes to achieving their overall goals and objectives.

Degree of Alignment: Corporation's Stated Values Versus Plans and Actions
HealthCare Synergy, Inc. prides itself in providing their customers with multiple options for office automation solutions, superior products and services, and a high level of customer service and technological skill. In order to achieve this, the company must make plans and take the appropriate actions necessary. The company must hire administrative personnel who are versed and knowledgeable in the home health industry.

They must also employ software technicians who can fix glitches and trouble shoot software as well as work well with clients and prospects different cultures and ethnicities in order to assist their diverse client base.

Medicare billing experts, clinical staff, and a development team are needed
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in order to keep the software compliant with state and federal health regulations. HealthCare Synergy, Inc. will not be able to provide superior products and services and high levels of customer support that have kept them in the business for over years without staff who display commitment, dedication, accountability, integrity, consistency, respect, and leadership qualities. Individual Values Versus Corporation's Values Based on Plans and Actions To gain market share in the home health industry, HealthCare Synergy, Inc. must set themselves apart from other software vendors by having a competitive advantage. Their competitive advantage is they not only offer one type of software, they offer a variety by working closely with other software vendors who do not mind sharing the market share and developing interfaces. In order for HealthCare Synergy, Inc. to offer these types of tools and automation solutions, they have to work with business people who are also dedicated and committed to doing what it takes to obtain the market share. Networking with the right vendors, working with the right consultants, employing the right technical support, training, marketing, accounting, and development teams is crucial to the company's success.

These individuals will need to display qualities such as loyalty, commitment, dedication, perseverance, accountability, responsibility, integrity, consistency, and leadership outside of knowledge of the industry and how to gain the confidence and trust and cater to the wants and needs of home health agency owners. This paper analyzed my individual values and the organization, HealthCare Synergy, Inc.'s, values as reflected by my plans and actions and their plans and actions.

It includes the origin and subsequent evolution of my personal and workplace values. The paper explained how my individual values have driven my actions and behaviors while analyzing the alignment between values and actions and behaviors of HealthCare Synergy, Inc. The paper also attempted to explain the differences and analyzes the degree of alignment between my values and the organization's values as reflected by the organization's plans and actions.