



Winchester  
District  
Memorial  
Hospital

2026-2031

# STRATEGIC PLAN

This strategic plan is our roadmap for the next five years, keeping us focused on what matters most: caring for our community, working as one team, and delivering compassionate care close to home.

Exceptional Care  
and Better Access

Our People - A Great  
Place to Work

Working Together for  
Better Care

Accountability and  
Sustainability



<https://www.wdmh.on.ca/strategicplan>

# Planning for our Future

At Winchester District Memorial Hospital, our Strategic Plan sets a clear path for the next five years. Guided by our Commitment Statement and our focus on Compassionate Excellence, it shapes how we deliver care, support our people, and serve our community.

Developed with input from staff, physicians, volunteers, community members, patients, and the WDMH Board of Directors, the plan reflects expert insight, system trends, and local needs.

The plan is built around four strategic priorities:

- Exceptional Care and Better Access
- Our People – A Great Place to Work. Recognizing everyone who contributes to care and support at WDMH, including staff, physicians, midwives, students, and volunteers.
- Working Together for Better Care
- Accountability and Sustainability



**Our Commitment**

**We are here to care for our patients with compassion – close to home and with our partners.**

**We pursue excellence in all we do.**

**We are one team. We value respect, accountability, innovation and learning.**

**Compassionate Excellence**

# Exceptional Care and Better Access

We will ensure access to high-quality care, support patient and family experiences, and maintain strong clinical outcomes.

We will:

- Expand services to meet the evolving needs of our community
- Focus on wait times
- Support patient and family experiences
- Maintain high standards of quality, safety and reliability

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A photograph of three women standing in a hallway, smiling. They are wearing green tops and patterned or black bottoms. The photo is framed by a dark blue circular border. 

# Our People - A Great Place to Work

We will foster a positive, inclusive and collaborative culture that attracts, develops, and retains talented people so WDMH continues to be a great place to work.

We will:

- Foster a positive workplace
- Strengthen teamwork across the hospital
- Support personal growth and career development
- Improve communication and engagement
- Support health, safety and wellness in our workplace

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# Working Together for Better Care

We will work closely with other organizations to enhance services and share knowledge and expertise.

We will:

- Make care easier to navigate
- Support care outside the hospital
- Strengthen partnerships
- Collaborate on creative solutions to deliver care close to home
- Communicate and work together



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A circular inset image showing two women in a pharmacy or medical supply room. The woman on the left is wearing a purple top and grey pants, and the woman on the right is wearing a green top and black pants. They are both smiling. The woman on the right is holding a document with a blue header and the word 'Good' visible. The background shows shelves with various supplies and a pharmacy counter.

# Accountability and Sustainability

We will be responsible stewards of our people, resources and partnerships to ensure long-term operational, environmental, and financial sustainability.

We will:

- Strengthen a safe, inclusive, and accountable environment
- Embrace innovation and technology to improve care and organizational performance
- Advance environmental stewardship
- Ensure responsible financial stewardship
- Demonstrate leadership in the broader health care system, advancing the rural health perspective

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