



CUMMINGS
Staff

Our Culture

These slides are designed to be read, not presented.



Our culture enables us to *move* at a rapid pace, *be responsive* to market and student needs, and *deliver* a high quality academic program.

We are

- ▣ People first
- ▣ Proactive to find solutions
- ▣ Eager to try new things
- ▣ Willing to fail and start over
- ▣ Always working to make things better
- ▣ Accountable
- ▣ Open to feedback
- ▣ Anti-bullshit

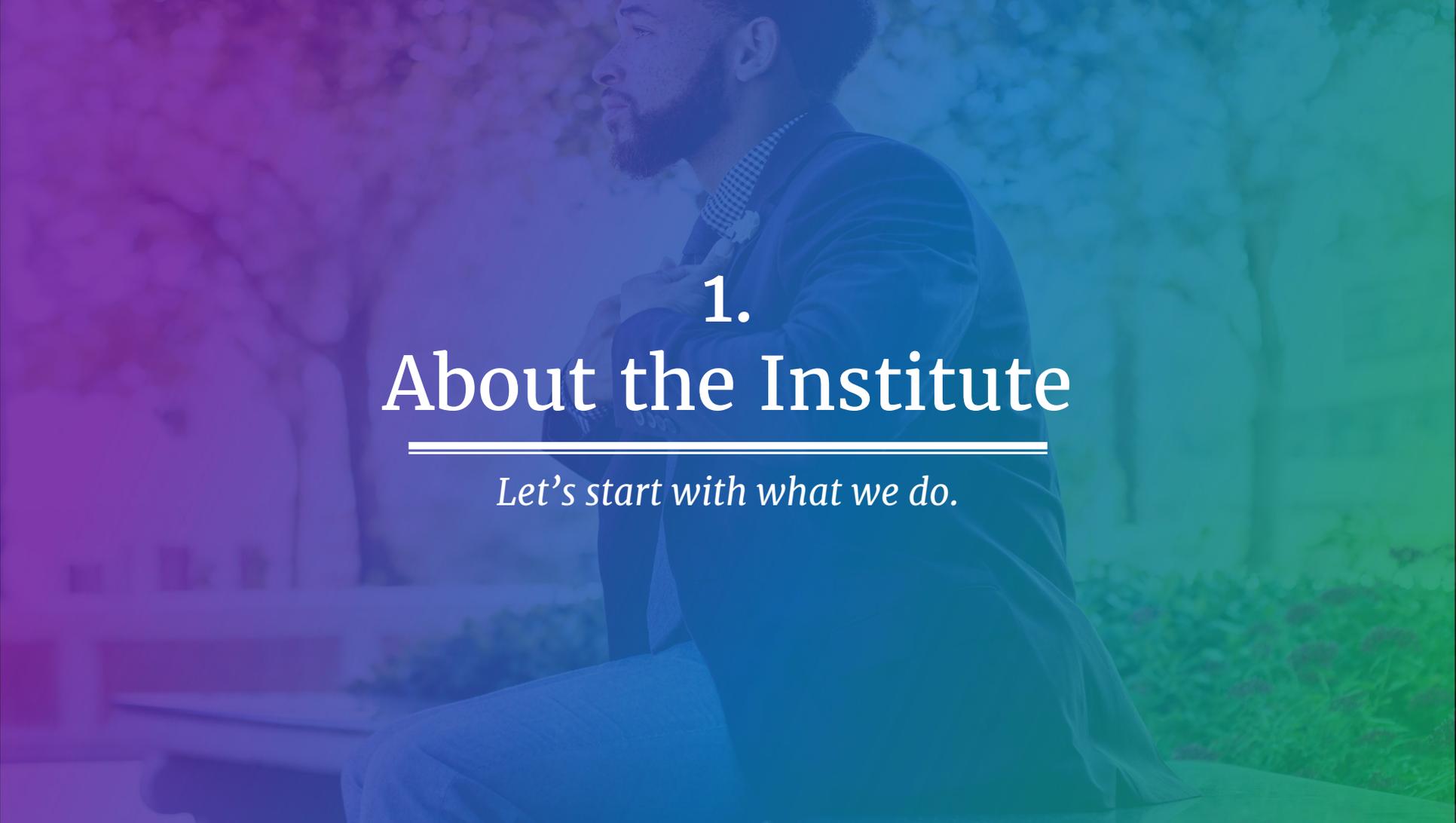
We are NOT

- ▣ Ego first
- ▣ Waiting for solutions to find us
- ▣ Resistant to change
- ▣ Scared of messing up
- ▣ Complacent
- ▣ Quick to blame others
- ▣ Defensive and stubborn
- ▣ Tolerant of people or processes that stall our work



Yes!
It's true!

We walk our talk. And we seek people who possess the same values, work-ethic, drive, and discipline as we do. If you want to be part of our tribe, keep reading.



1.

About the Institute

Let's start with what we do.



About



The Cummings Graduate Institute for Behavioral Health Studies is an educational institute offering graduate and professional integrated behavioral health education through a virtual online campus.



The institute delivers post-graduate training to licensed mental health and allied health professionals leading to the Doctor of Behavioral Health (DBH) degree.



The distance learning DBH program was designed to address the unmet educational need to prepare behavioral healthcare providers to practice in primary care and other medical settings as part of an interdisciplinary team.

“

Mission

Cummings Graduate Institute of Behavioral Health Studies is dedicated to disrupting healthcare by preparing entrepreneurial integrated care professionals through innovative & affordable distance education programs, grounded in the Biodyne Model, and focused on delivering patient-centered care, population health improvements, and medical cost savings.



Vision

To improve the way
the world experiences healthcare.

2. About Our Culture

How we do it.

By the way, we refer to our institution as CGI.

A photograph of a desk setup featuring a computer monitor, a keyboard, and a tablet. The tablet is displaying a calendar for the year 2015. The text is overlaid on the image in a white, serif font.

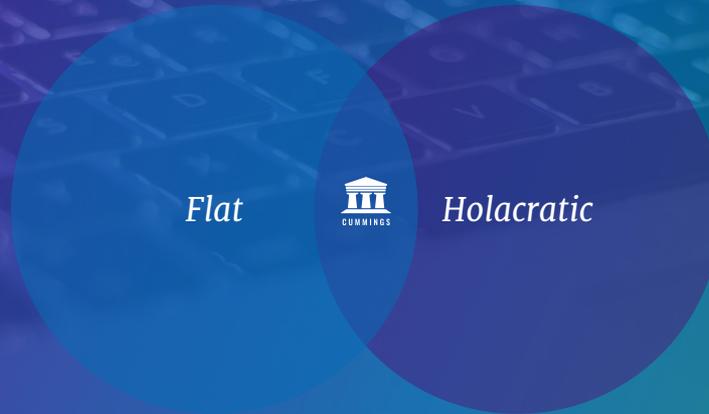
*CGI is a human centered organization
delivering accessible, high-quality,
online education to shape tomorrow's
healthcare leaders.*



Organization Structure

We have characteristics of both a flat and holacratic organization.

- see what needs to be done and do it
- fulfill duties and responsibilities as articulated by the organization and our students



- work in function teams
- share input and recommendations on a daily basis
- do what you do best

“



Information is openly accessible and issues are processed within the organization during special and ongoing meetings.



This is only possible if everyone lives in a space of

Respect

Hold the utmost respect for all people from students, to colleagues, to faculty, to vendors, etc. Embrace diversity and welcome different views, opinions, and practices.

Trust

Have trust in all team members that they effectively and efficiently manage their responsibilities, work in the best interest of the institution, and prioritize what must be done well now.

Empowerment

Have the confidence and drive to find solutions to problems as they arise, utilize existing resources, think strategically, and ask for help when you need it.



And we never takes ourselves too seriously.



*Have you seen our mascot? A Pigasus.
Yup, you read that right, PIGASUS.*

We have fun. We are loud. We make waves.

On the daily.

3. About the Team

How to know if you're the right fit.



*We borrowed some of this from one the greats, Netflix.**

We do not condone plagiarism at CGI.



We're a team, not a family.*

We work together towards common goals. We can't get there without our full squad.



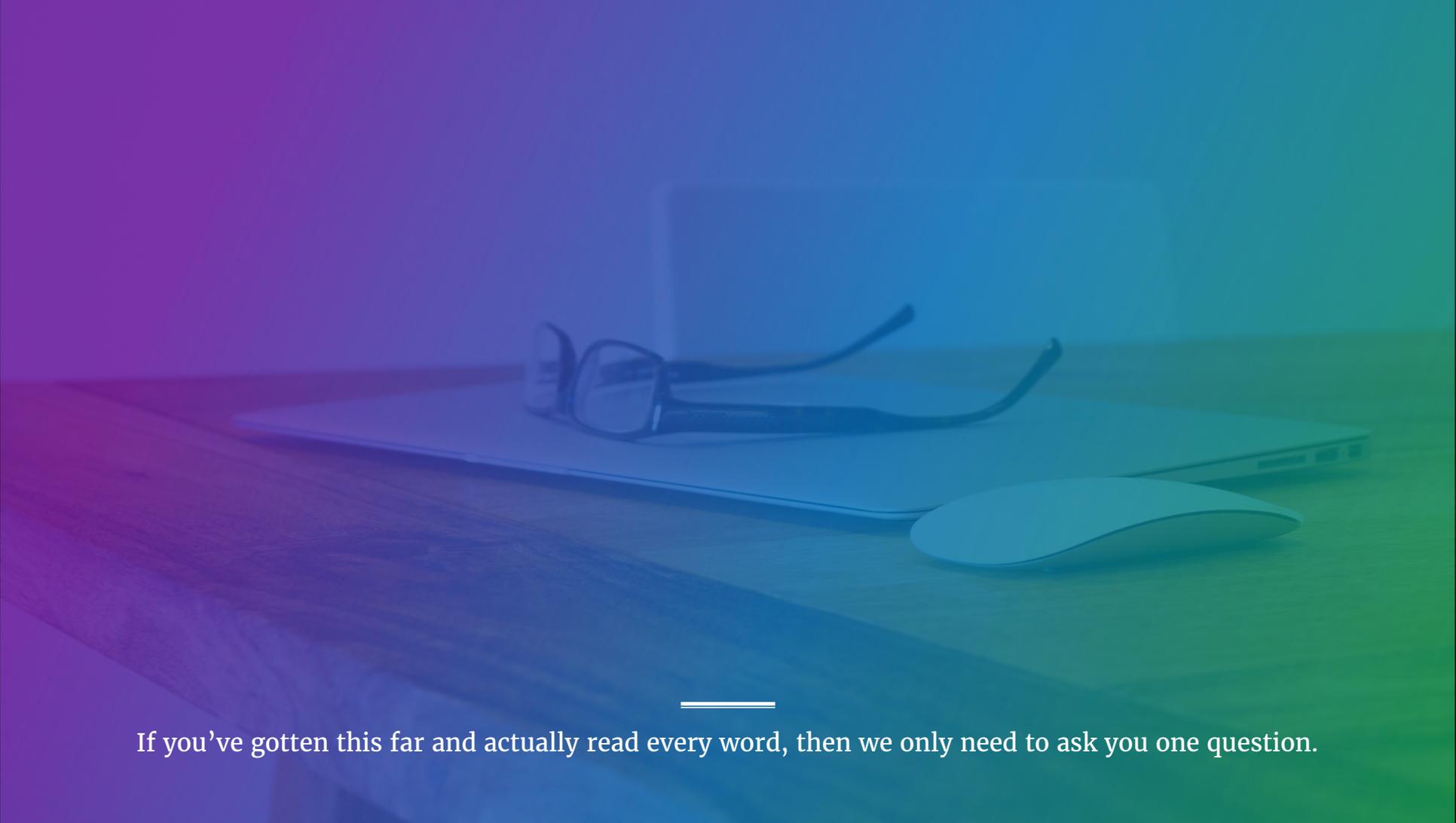
We're like a pro sports team, not a kid's recreational team.*

We train hard, take care of ourselves, and play fast with great focus.



Our goal is to hire, develop and cut smartly, so we have superstars in every position.*

Fit is imperative. Without it misery is guaranteed. We don't do misery. We offer smooth exits for anyone who doesn't thrive in our environment.



If you've gotten this far and actually read every word, then we only need to ask you one question.

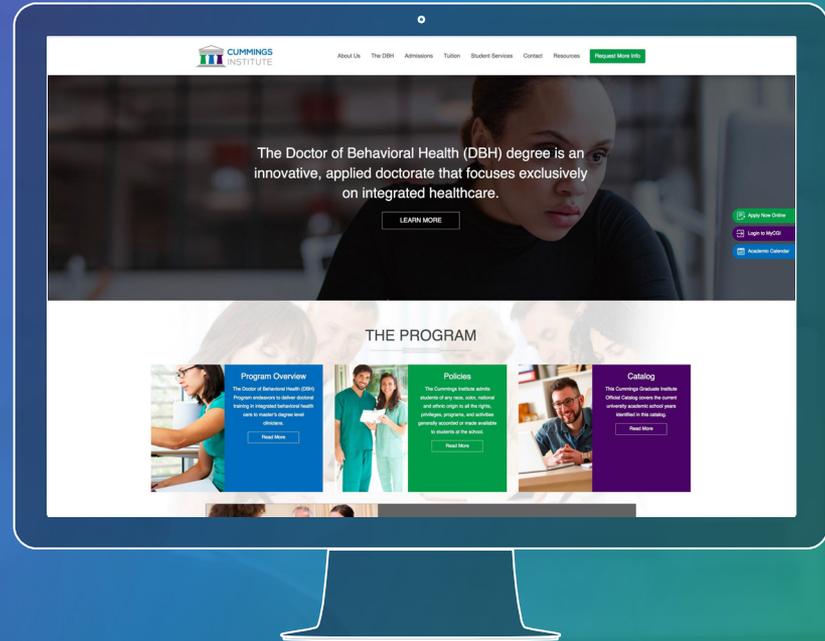


Are you more excited at the prospect of working at CGI now, than when you first opened this document?



If the answer is yes, then you just might be the right fit for our team, our mission, our institution, and most importantly, our students.

Visit our website and take
a look around, if you
haven't already done so.
cummingsinstitute.com





Jot down any questions you have and
bring the list with you to the interview.

*Remember, this is your chance to interview us, to make sure we are
the right fit for you, your life, and your goals.*



And on interview day,
as cliché as it sounds, **be yourself.**

We want to meet the most authentic you!