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Building One Team and Shaping a Shared Culture at HHHS

For the past three years, Haliburton Highlands Health Services (HHHS) has been pioneering the integration of rural health care services aimed at improving access and quality of care for the residents of Haliburton County. During this time, important steps have been taken to begin assembling a broad range of local services so that individuals with varying needs can have their needs met within their own community. The HHHS Board of Directors is proud of these early accomplishments and is committed to making further enhancements to our local system of care.

The health care environment in which we operate is very challenging. It is extremely difficult to manage the ever present financial and other challenges, much less keep up with the pace of change as we strive to achieve our vision.

With many important changes now starting to fall in place, the Board has decided that HHHS will need to look for the next generation of leadership to build on this base and take the organization to the next level. The Board deeply appreciates the challenges that are involved in managing in this complex arena and bringing multiple service providers and cultures together into one new and aligned organization. This is why it has concluded that new leadership skill sets are required to inspire our people to bring the organization to the next level and to lead the important process of building one team and shaping a shared culture at HHHS.

As CEO over the last three years, Mr. Varouj Eskedjian has been instrumental in developing a vision for our future and the delivery of health services generally in Haliburton County. Mr. Eskedjian has also championed the recent integration with our community care partners and service providers. As Mr. Eskedjian moves on from HHHS, the Board acknowledges his significant accomplishments and thanks him for his contributions to HHHS.

As the HHHS Board begins its search for the next generation leader, it has appointed Carolyn Plummer as interim CEO. As Chief Nursing Executive since September 2015, Carolyn has earned the trust of her colleagues and the Board and we are confident that she will keep HHHS on course as we search for a new CEO.

In the months and years ahead we will remain committed to the continuation of our journey toward our vision of becoming "leaders in innovative rural health care".