



CATALYST  
CONSTELLATIONS

# Transforming the Landscape of Innovation and Progress

## The MVP Health Care Catalyst Program

At MVP Health Care, our commitment to fostering an environment where innovation blooms from every corner of our company is not just a statement; it's a practice. With the introduction of the Catalyst Program, in collaboration with Catalyst Constellations, we have taken another bold step toward nurturing the seeds of change, growth, and transformative innovation that our team members carry within them.

We embarked on this journey with a clear vision: to unlock the boundless potential of our team, empowering them to be architects of change, not just within our organization but for the customers we serve. **The Catalyst Program helped guide and empower forward-thinkers and innovators at MVP, giving them the tools and perspective to lead and carve out our future path.**

Through a meticulously curated blend of training sessions, collaborative projects, and insightful interactions with our leadership team, the Catalyst Program has cultivated a vibrant community of change-makers at MVP. These individuals, our coworkers, have shown us the true meaning of resilience, creativity, and leadership—as they harnessed the power of diverse perspectives to propose and implement groundbreaking ideas that have significantly



### Key focus areas:

- 1 Unleashing Hidden Talent
- 2 Increasing Organizational Velocity
- 3 Improving Customer Satisfaction

**“As Jack Welch said...  
'Change before you need to change.' And the Catalyst Programs is an opportunity to do just that.”**

—MICHAEL DELLA VILLA,  
CHIEF INFORMATION OFFICER

enriched our customer experience and propelled our business transformation.

Reflecting on the accomplishments of our Catalyst participants, we've witnessed firsthand the remarkable transformation that occurs when passion meets purpose. From redefining service paradigms to launching innovative customer and community-centric solutions, our Catalysts have been at the forefront of driving meaningful change. Their capstone presentations were not just a showcase of their journey but a testament to the potential that lies within MVP when we collectively lean into our curiosities and ambitions.

As we continue to evolve and adapt in an ever-changing world, the Catalyst Program, grounded in our core values and The MVP Way, remains a beacon of our dedication to progress over perfection. Our leadership team has not only learned to identify and activate high-potential change agents but also to support and elevate them, fostering an ecosystem where transformative change is not just a possibility but a reality.

**“We have ambitious plans to grow quickly. This requires us to apply innovative thinking and agile approaches throughout the process. Our work with Catalyst Constellations helps us do that.”**

—CATHY CLANCY, CHIEF OPERATIONS OFFICER

**24%**

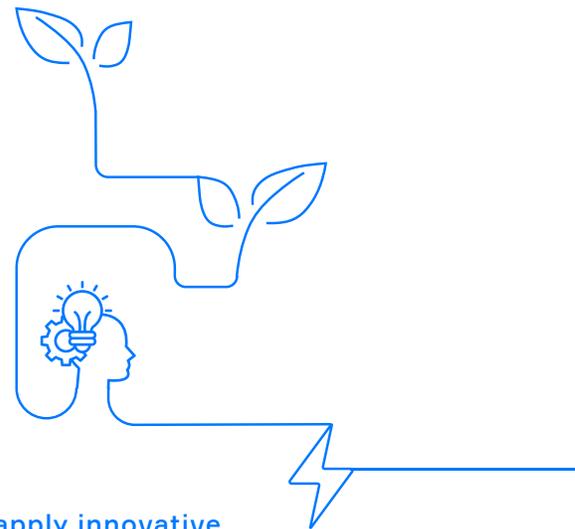
increase in the skills required to lead and support change

**60%**

of participants were hidden talent

**5**

All five projects received executive sponsorship



## About us

Catalyst Constellations helps you find and engage your stellar problem solvers. We envision a world where companies attract and retain top talent by being on the list of 100 Best Places to Work for Catalysts. Contact us to explore how you can supercharge your company's ability to not just survive complexity and change, but thrive in it.



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