

Epic's Ten Commandments

1. Do not go public.
2. Do not be acquired.
3. Software must work.
4. Expectations = reality.
5. Keep commitments.
6. Focus on Competency. Do not tolerate mediocrity
7. Have standards. Be fair to all.
8. Have courage. What you put up with is what you stand for.
9. Teach philosophy and culture.
10. Be frugal. Do not take on debt for operations.

THE HIGH-PERFORMANCE CULTURE AT EPIC

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Epic's Principles

1. Make our products a joy to use.
2. Have fun with customers.
3. Design in collaboration with users.
4. Make it easy for users to do the right thing.
5. Improve the patient's health and healthcare experience.
6. Generalize to benefit more.
7. Follow processes. Find root causes. Fix processes.
8. Dissent when you disagree; once decided, support.
9. Do what is difficult for us if it makes things easier for our users.
10. Escalate problems at the start, not when all hell breaks loose.



Shaping the culture
to accomplish the mission



God's Plan for Humanity

The Humans Rebel

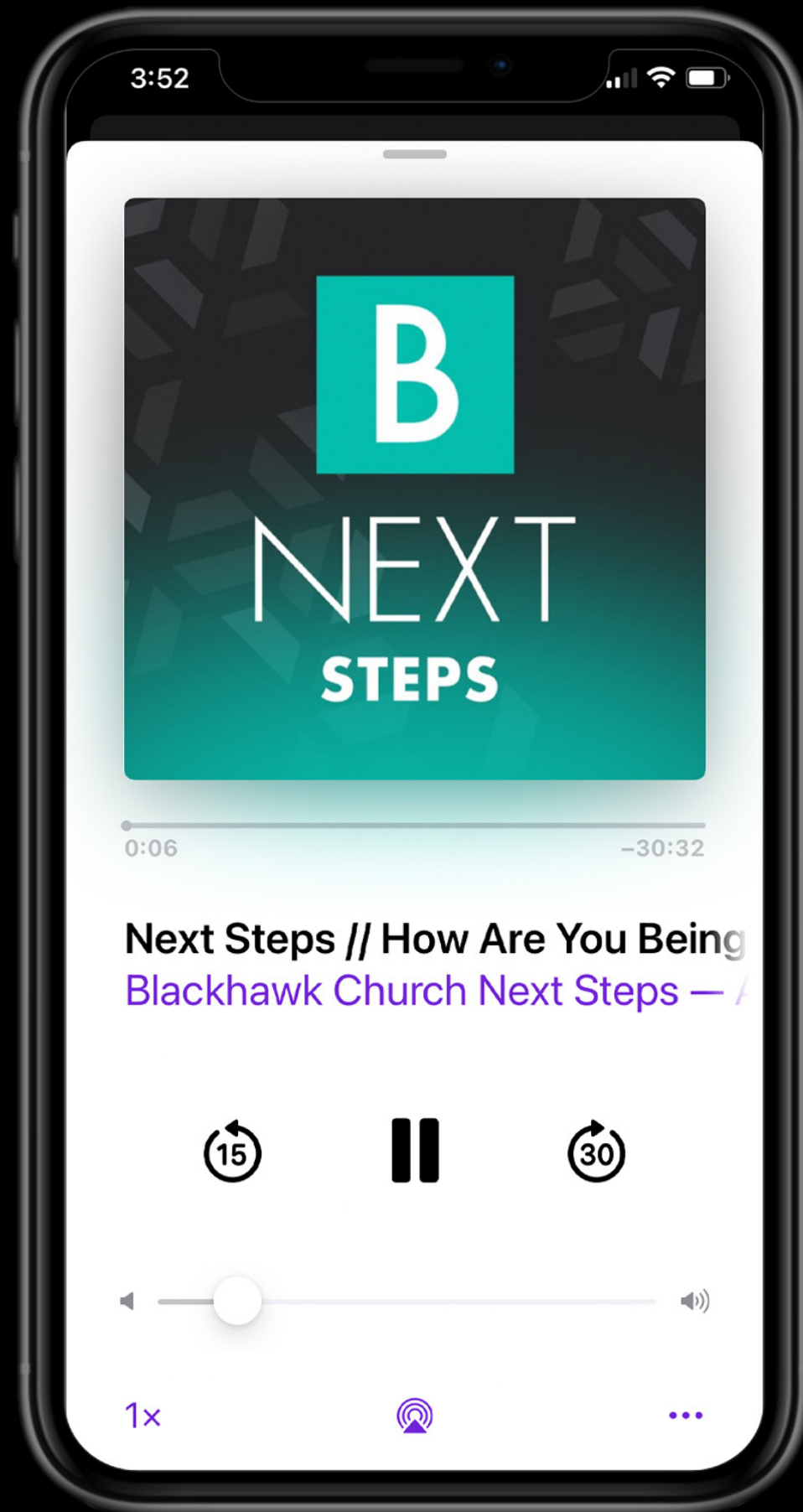
God Chooses a People

God's People Rebel

Jesus the King

The Empowered Church

God's Mission Accomplished



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New episodes weekly!

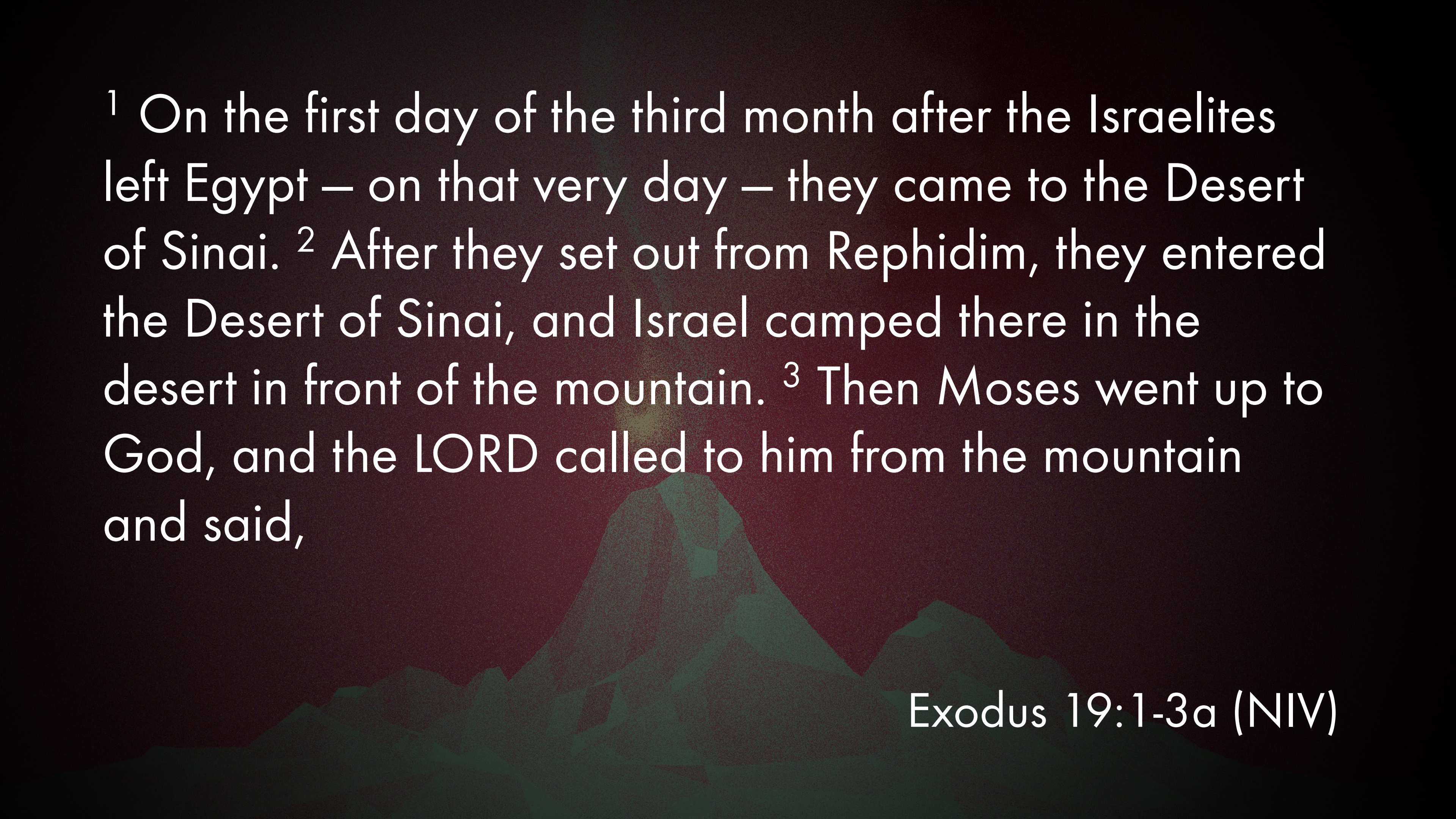
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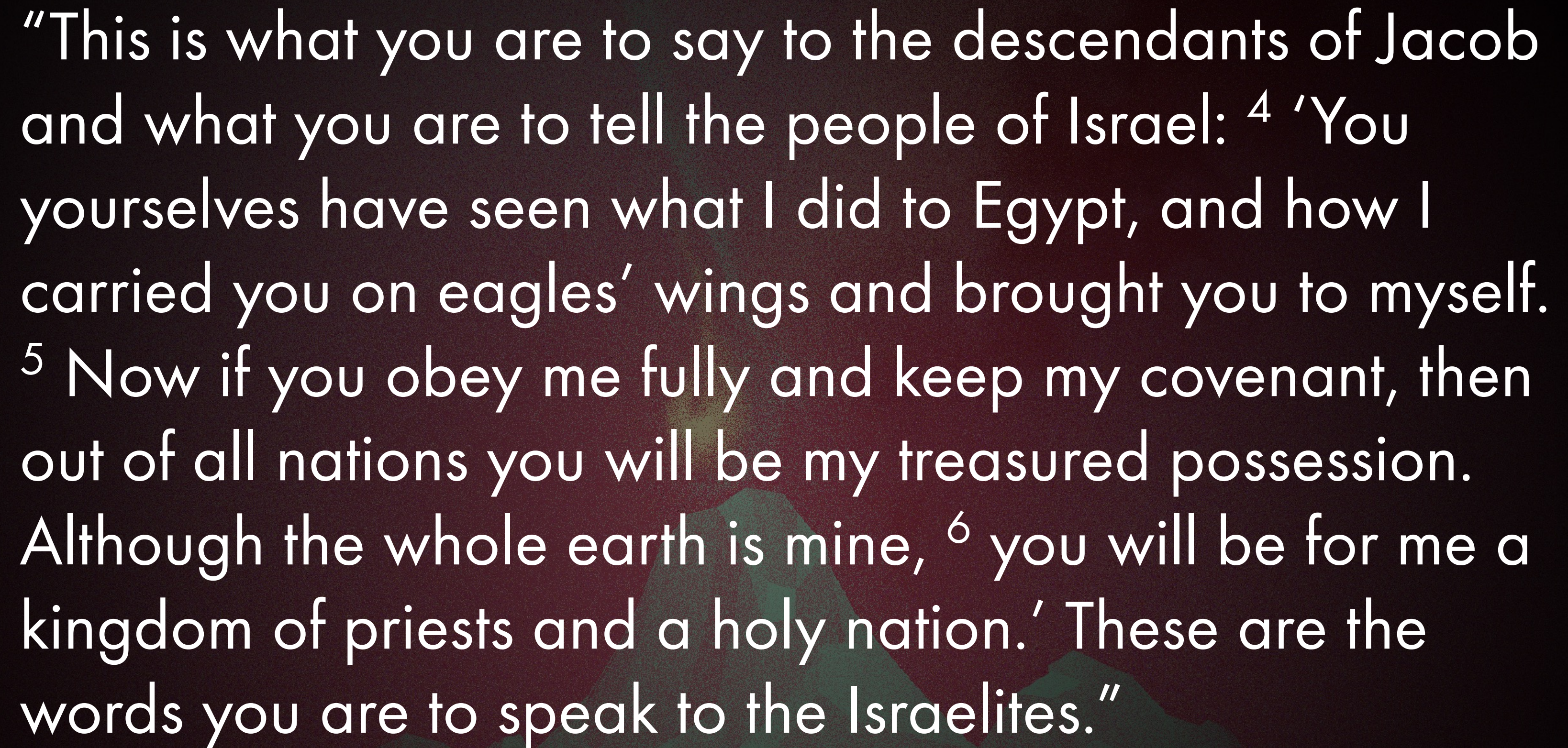
EGYPT

CANAAN



¹ On the first day of the third month after the Israelites left Egypt — on that very day — they came to the Desert of Sinai. ² After they set out from Rephidim, they entered the Desert of Sinai, and Israel camped there in the desert in front of the mountain. ³ Then Moses went up to God, and the LORD called to him from the mountain and said,

Exodus 19:1-3a (NIV)



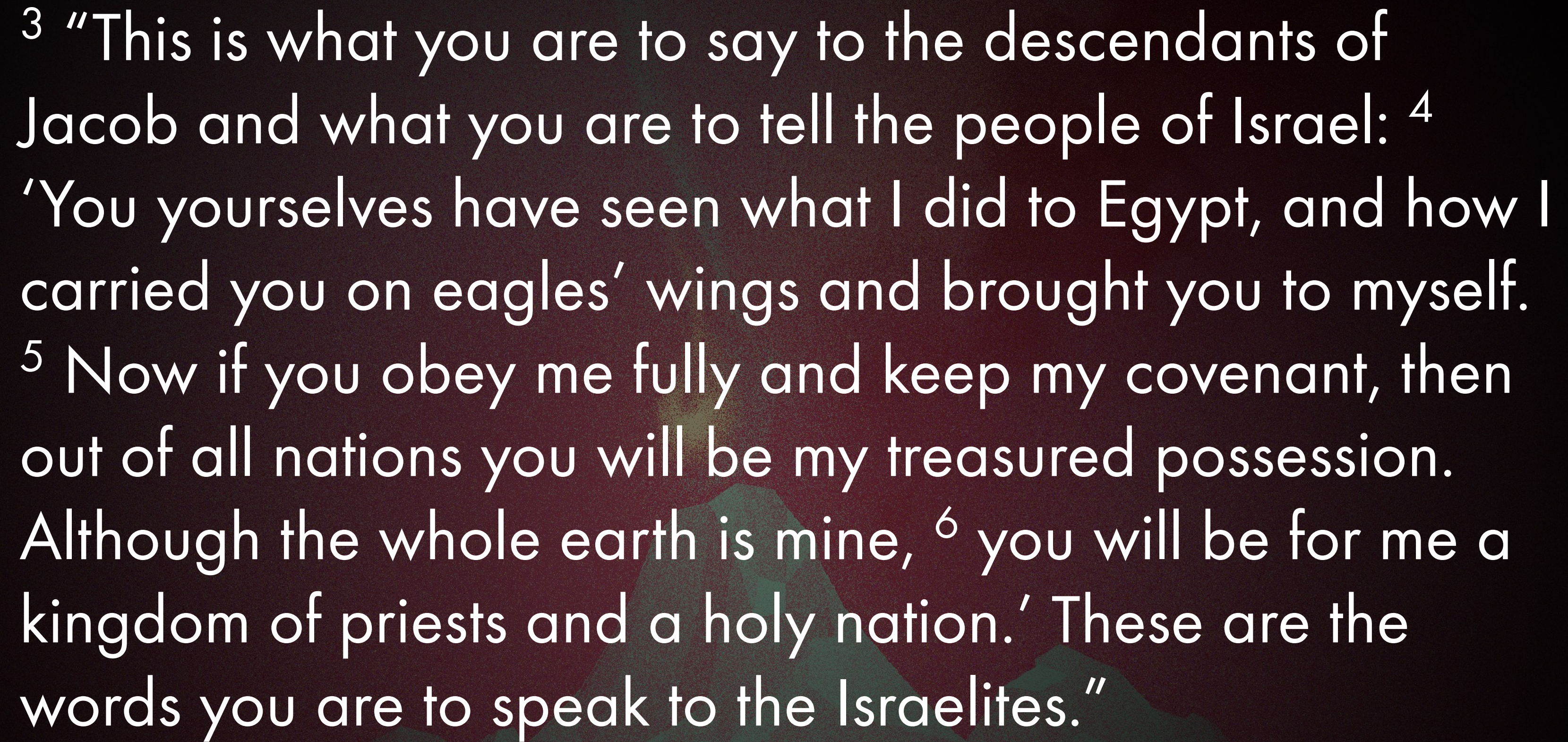
“This is what you are to say to the descendants of Jacob and what you are to tell the people of Israel: ⁴ ‘You yourselves have seen what I did to Egypt, and how I carried you on eagles’ wings and brought you to myself. ⁵ Now if you obey me fully and keep my covenant, then out of all nations you will be my treasured possession. Although the whole earth is mine, ⁶ you will be for me a kingdom of priests and a holy nation.’ These are the words you are to speak to the Israelites.”

Exodus 19:3b-6 (NIV)



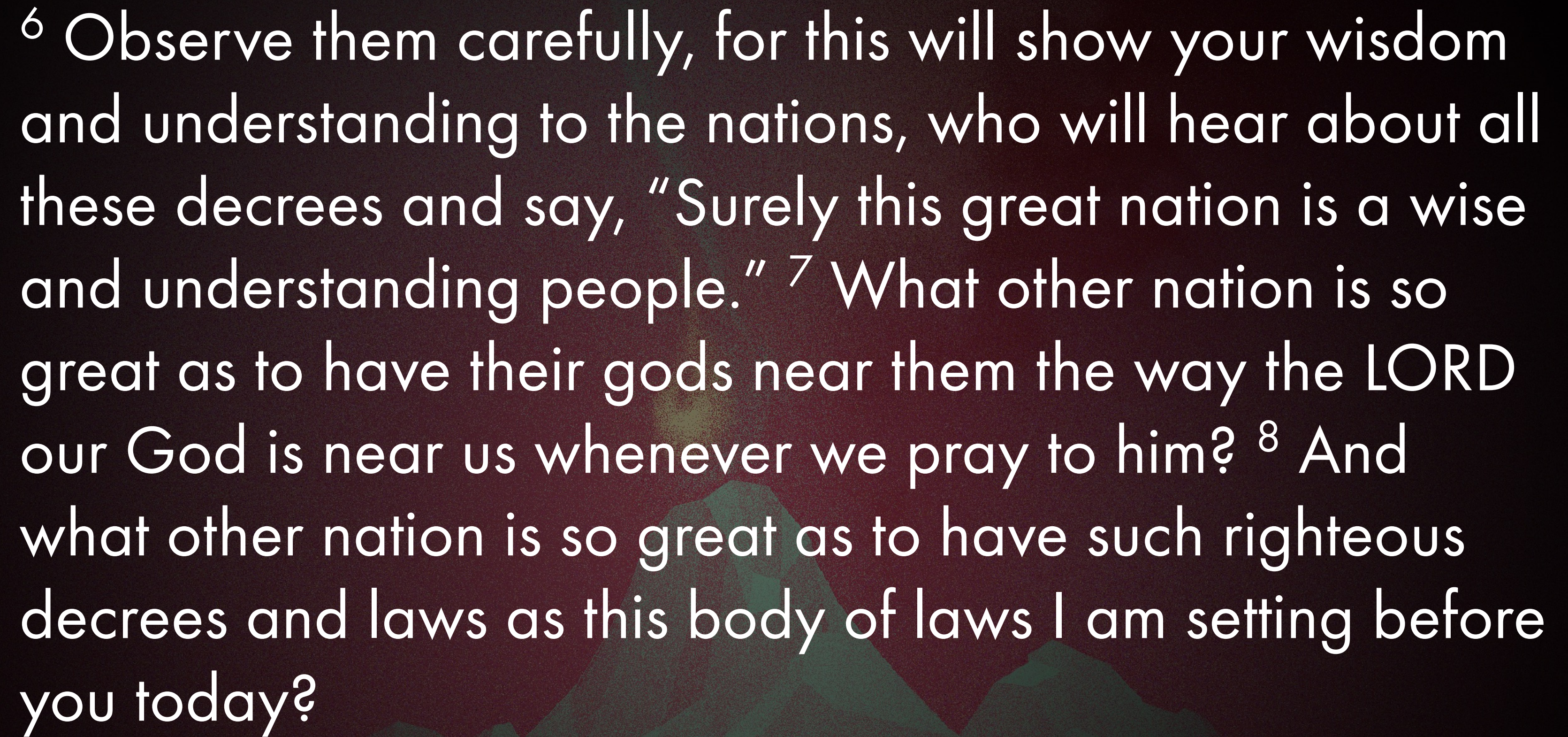
Culture eats strategy for breakfast.

Peter Drucker, *Management Consultant*



³ "This is what you are to say to the descendants of Jacob and what you are to tell the people of Israel: ⁴ 'You yourselves have seen what I did to Egypt, and how I carried you on eagles' wings and brought you to myself. ⁵ Now if you obey me fully and keep my covenant, then out of all nations you will be my treasured possession. Although the whole earth is mine, ⁶ you will be for me a kingdom of priests and a holy nation.' These are the words you are to speak to the Israelites."

Exodus 19:3b-6 (NIV)



⁶ Observe them carefully, for this will show your wisdom and understanding to the nations, who will hear about all these decrees and say, "Surely this great nation is a wise and understanding people." ⁷ What other nation is so great as to have their gods near them the way the LORD our God is near us whenever we pray to him? ⁸ And what other nation is so great as to have such righteous decrees and laws as this body of laws I am setting before you today?

Deuteronomy 4:6-8 (NIV)

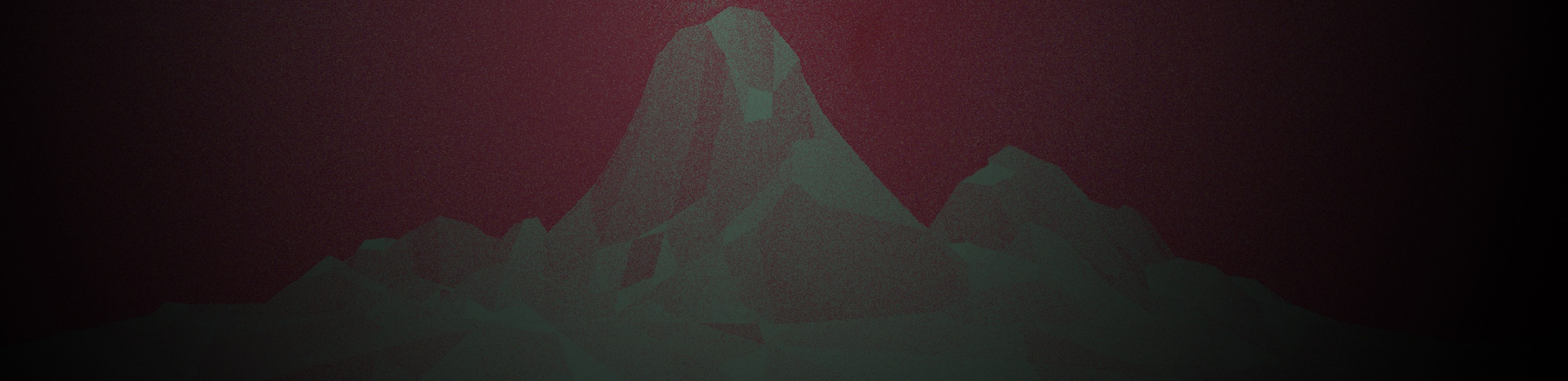
The Ten Commandments (Exodus 20)

Basis: "I am the LORD your God, who brought you out of Egypt, out of the land of slavery (v. 2)."

1. "You shall have no other gods before me (v. 3)"
2. "You shall not make for yourself an image...You shall not bow down to them or worship them (v. 4-6)."
3. "You shall not misuse the name of the LORD your God... (v. 7)."

The Ten Commandments (Exodus 20)

4. "Remember the Sabbath day by keeping it holy (v. 8)."
5. "Honor your father and your mother,...(v. 12)."
6. "You shall not murder (v. 13)."
7. "You shall not commit adultery (v. 14)."



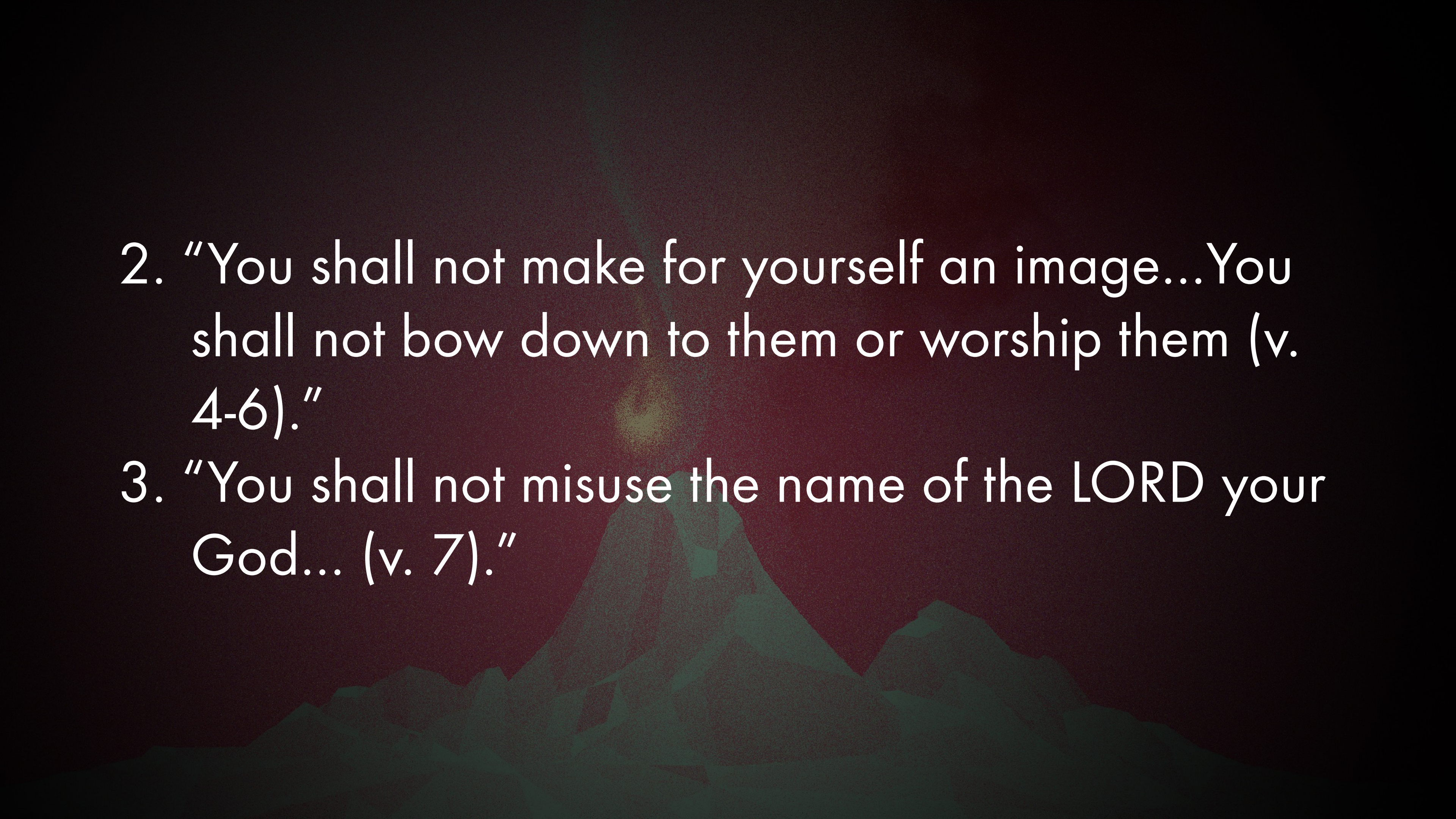
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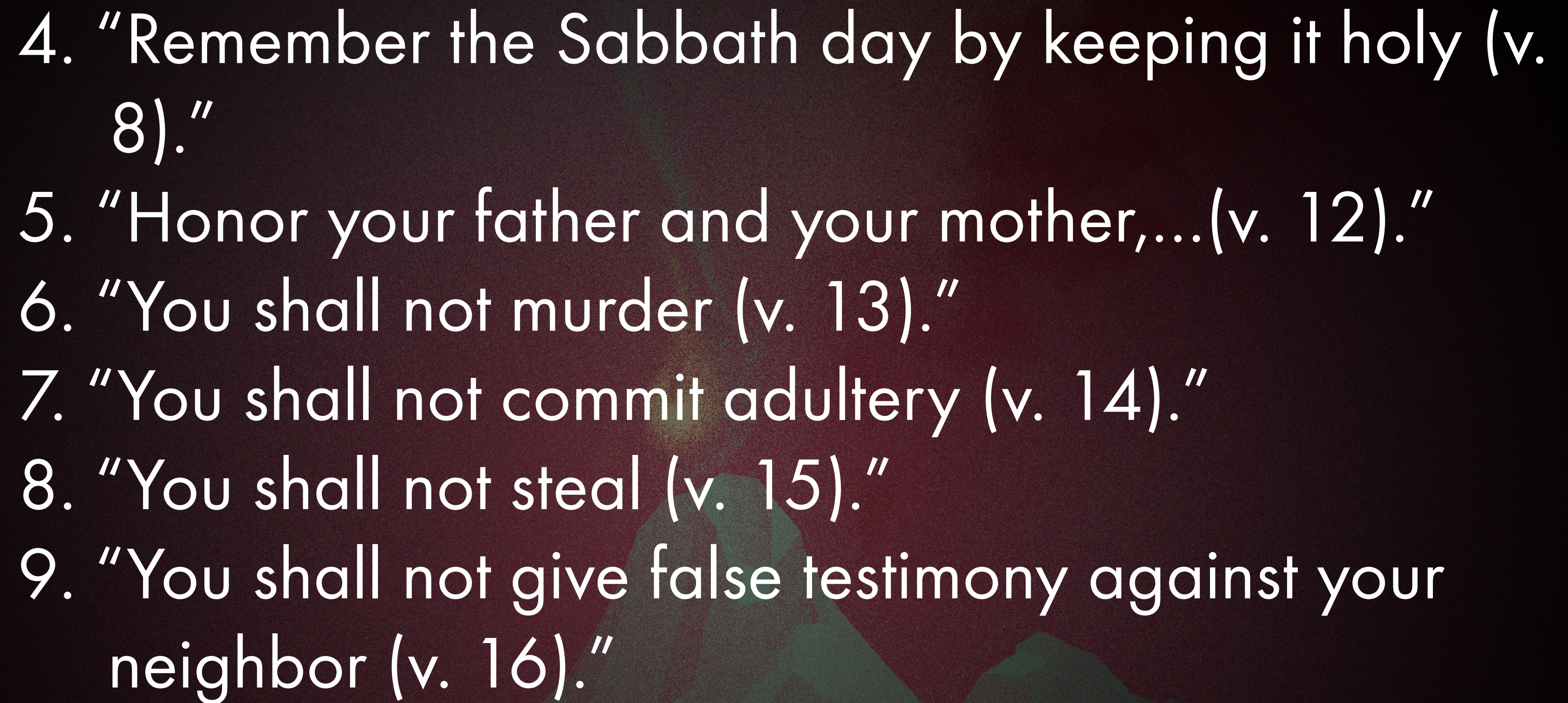
8. "You shall not steal (v. 15)."
9. "You shall not give false testimony against your neighbor (v. 16)."
10. "You shall not covet your neighbor's house. You shall not covet your neighbor's wife, or his male or female servant, his ox or donkey, or anything that belongs to your neighbor (v. 17)."

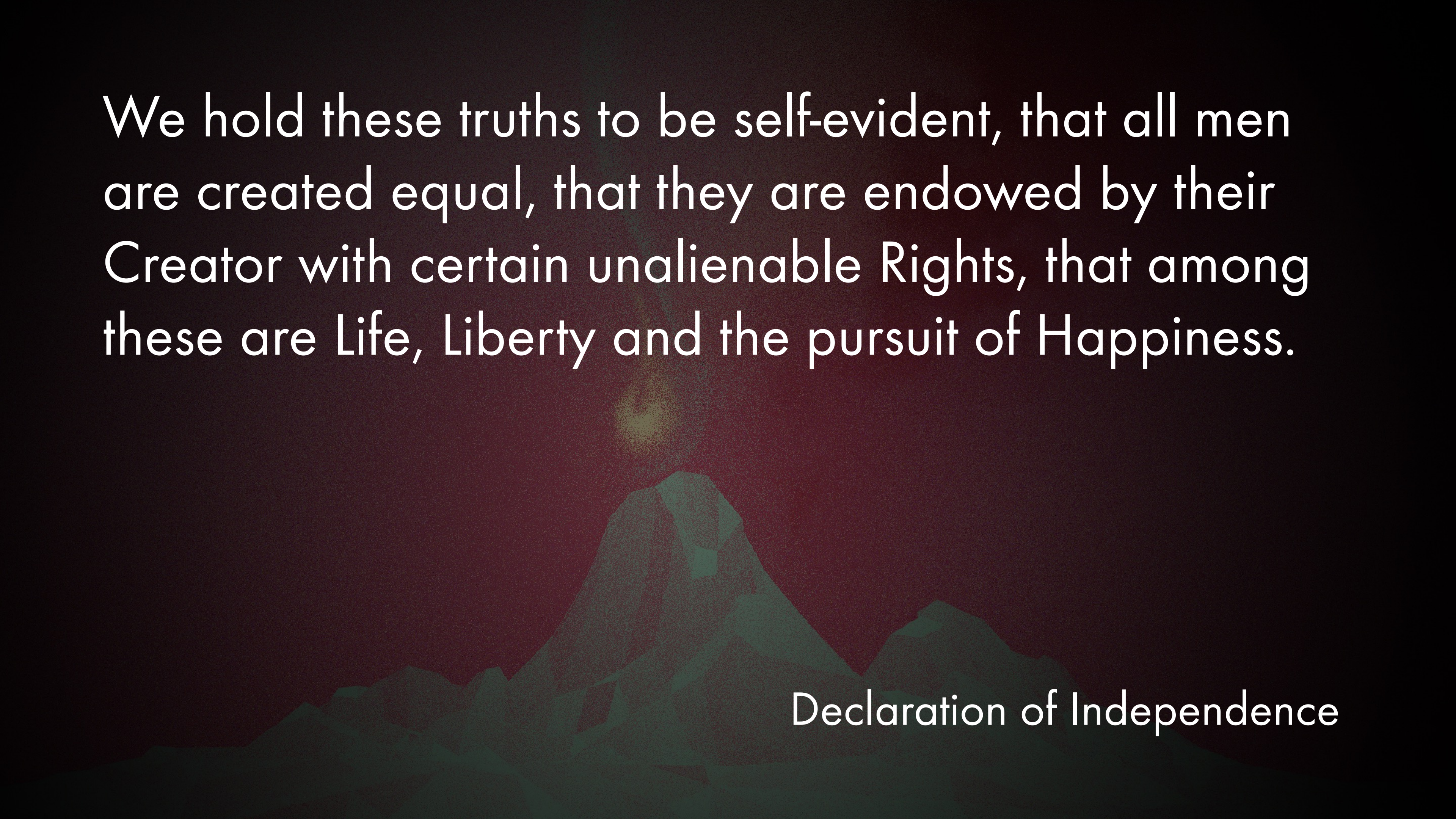


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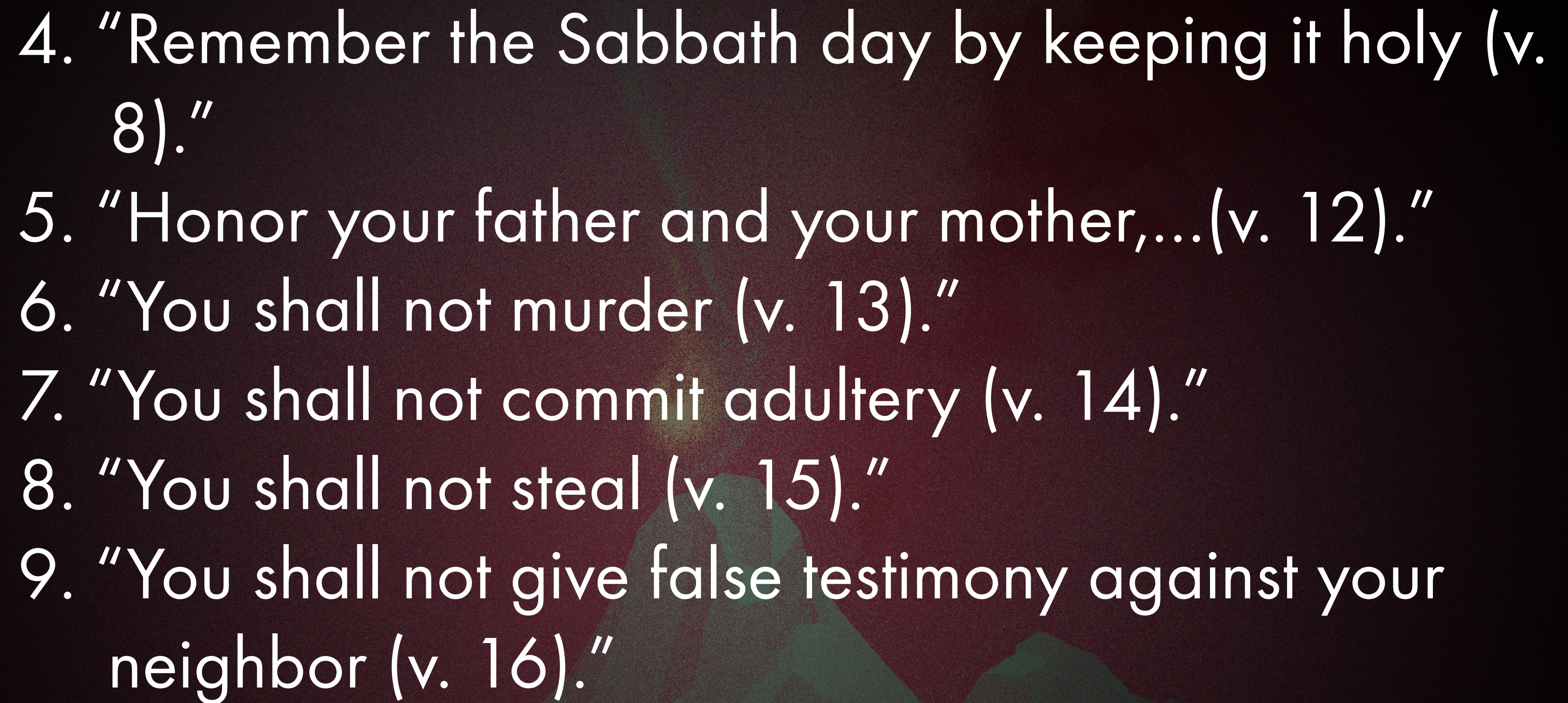
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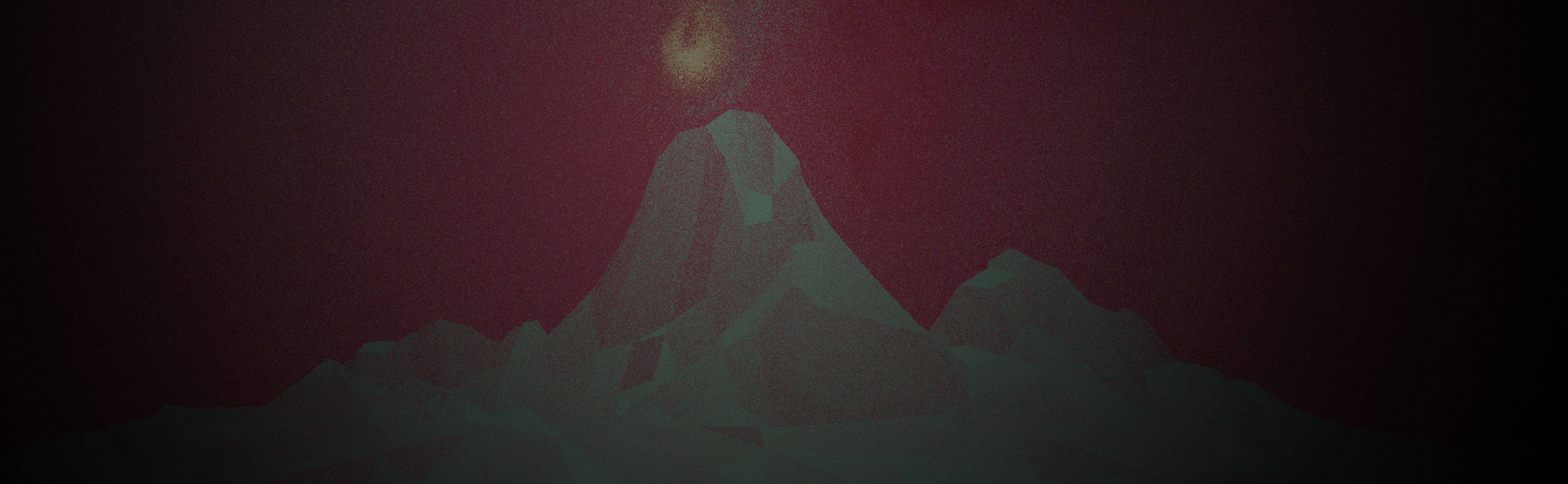


We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.

Declaration of Independence

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The laws are God's tool
for shaping the culture of God's people
to accomplish the mission.