

## **Employee of the Year Nominee Profile**

### **Dr. Tony Jones – Clinical Lead, Primary Care**

#### **Cherokee Indian Hospital Authority**

At Cherokee Indian Hospital Authority, we value leadership that is rooted in humility, guided by compassion, and energized by a relentless commitment to bettering the lives of others. Few exemplify that standard more powerfully than Dr. Tony Jones. As the clinical lead for Primary Care, Dr. Jones brings a servant leader's heart, a sharp clinical mind, and a deep dedication to the mission of CIHA. His presence inspires unity, his actions build trust, and his vision drives innovation, making him a true standout and an exceptional nominee for Employee of the Year.

#### **Integrity**

Dr. Jones lives and leads with integrity. Whether he's working with staff or treating patients, his approach is always marked by genuine respect, humility, and kindness. He carries the spirit of *Tohi* — balance, peace, and wellness — into every room he enters. With a steady smile and quick wit, he uplifts the people around him, even on the most challenging days.

He does not view leadership as a title, but as a responsibility. He owns his decisions, stands by his team, and is unwavering in his role as a steward of CIHA's mission. In the eyes of those who work with him, Dr. Jones is not only trustworthy, he is deeply trusted.

#### **Responsiveness**

Dr. Jones is a listener first. He created a Primary Care focus group to gather feedback from providers, using Right Way principles to foster open dialogue and draw out new perspectives. He balances the clinical demands of the day with the emotional and logistical needs of his team, always making space for others and ensuring they feel heard.

Whether it's a formal meeting or a passing hallway conversation, he is present and responsive — never too busy to stop, connect, and address what matters. His punctuality, preparation, and ability to triage challenges with clarity and calm make him a leader people rely on with confidence.

#### **Success**

As the clinical lead of one of CIHA's largest departments, Dr. Jones not only rises to the challenge, he lifts others with him. His commitment to excellence is reflected in the trust he builds with patients, the encouragement he offers to peers, and the example he sets for new clinicians.

Dr. Jones puts in the work behind the scenes — arriving early, staying late, and preparing thoroughly — because he believes patients deserve nothing less. He leads from the heart, and in doing so, brings out the very best in the people around him. Colleagues describe working under his leadership as one of the most rewarding aspects of their careers.

#### **Teamwork**

For Dr. Jones, teamwork goes beyond collaboration to be about family. He treats every member of his team with respect and inclusion, regardless of role or title. His humility and transparency create a culture where people feel safe to share ideas, ask for help, and contribute their strengths.

He fosters a spirit of unity, believing that when people feel valued and connected, they will do their best work. From day-to-day operations to CIHA-wide activities, Dr. Jones brings an attitude of “we” — not “me” — and helps ensure that everyone in Primary Care feels like they’re part of something meaningful.

### **Innovation**

Dr. Jones isn’t afraid to challenge the status quo. He understands that growth requires risk, and he leads with the courage to step into the unknown. One of his most successful innovations has been launching the Primary Care Breakfast Meetings — informal gatherings designed to create space for providers to speak openly, build camaraderie, and brainstorm solutions.

This simple yet powerful idea has strengthened communication, empowered team members, and created a platform for grassroots innovation. Dr. Jones consistently brings fresh ideas forward — not for credit, but for progress. He’s not just thinking about what works now; he’s building what will work better in the future.

### **A Servant Leader Who Inspires Us All**

Dr. Tony Jones is more than a physician. He is a listener, a problem-solver, a mentor, and a friend. He leads not for recognition, but out of deep love for his patients, his team, and the Cherokee community. He exemplifies balance, compassion, and excellence in everything he does.

It is with the highest respect and admiration that we recognize Dr. Tony Jones as a nominee for Employee of the Year at Cherokee Indian Hospital Authority — a leader who shows us what is possible when you lead from the heart.