

## **REGION THREE**

Volume 2, Issue 2 June 2012

## **Upcoming Events**



# WHY SHOULD YOU ATTEND THE ASHHRA ANNUAL CONFERENCE?

#### **Educational Programs**

- Enhance your health care business knowledge
- Advance your leadership capabilities
- Strengthen your role as a change agent
- Gain knowledge of the hottest trends in health care HR
- Network with your peers

#### Valuable Resources

- A variety of take-away tools, best practices and policies
- Networking opportunities with other HR practitioners nationally and regionally
- Exposure to more than 150 suppliers helping to advance health care HR products and services

#### **Hottest Products & Services**

- More than 150 exhibitors showcasing products that can help you solve problems within your organization
- Networking and knowledge sharing on state-of-the-art services in health care HR

#### **Smart Investment**

- Take-away tools and resources in health care HR
- Focused learning on leadership and strategic business knowledge
- Sessions designed around five leadership competencies
- Partnership opportunities with top health care HR leaders



#### Social Networks

Connect with the ASHHRA community anytime through these social networks!



Find us on Facebool



Join our on LinkedIn



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### **Chapter Leadership Workshop**

The Chapter Leadership Workshop is designed exclusively for ASHHRA affiliated chapter leaders. At this event, you will learn, network, and exchange information and seek direction on health care HR issues you face at the local level. Chapter leaders will glean a plethora of information on chapter operations, governance, membership recruiting, and general HR tools and resources.

#### Time & Place

Saturday, September 22, 2012 Time: *TBD (Agenda to be posted soon)* Colorado Convention Center - Denver, Colorado

#### **Learning Objectives**

- Understand how to run a chapter
- Learn from colleagues get new ideas from your chapter
- Have an understanding of chapter operations
- Know how to make performance improvements on your job
- Comprehend how to motivate volunteers

#### Benefits to you

- Waved registration for the chapter presidents
- A meeting venue
- Meals during conference hours
- One night's hotel stay of room and tax
- Opportunity to network with colleagues and ASHHRA board members

#### **Learning Session Topics**

- Breakout sessions for networking
- Chapter operations
- You'll have an opportunity to learn what other chapters and regions are working on and the issues they face
- You'll be given access to a plethora of tools and resources to assist you with managing your chapter

#### How to Register

ASHHRA affiliated chapters are invited to attend the CLW. Registration for the 2012 workshop is through the ASHHRA 48th Annual Conference & Exposition registration system.

#### **OPENING CEREMONY**

Tom Flick
Former NFL Quarterback, Success Coach and Change Management Specialist

Tom Flick is a former Rose Bowl Champion, Pac-10 Conference "Player of the Year" and successful NFL quarterback for seven seasons. Today he is a dynamic, highly sought after speaker who has delivered over 3000 presentations, to a who's-who list of clients that includes Microsoft, Starbucks, Marriott, Hallmark Cards, Boeing, American Express, NASA Ritz-Carlton Hotels and the US Army Rangers to name just a few.

Tom's exceptional ability to communicate clear business solutions with humor, wit and razor-sharp insight is why he is in such high demand. Personally, Tom addresses over 100,000 men and women each year on high performance strategies for leadership, teamwork, change, and personal growth. His passion for raising more effective leaders is achieved by his unique gift to connect with the listener's heart as well as their head.

Achieving long term results and exceeding client expectations have allowed him to serve leading companies in financial, health, technology, manufacturing, and service fields. Tom's expertise is helping an organization define their vision, lead change more effectively, develop leaders and leadership teams and increase teamwork and communication skills.

As President of Tom Flick Communications and The Legacy Coaches, Inc, Tom understands that people, not programs, help organizations change and grow. Meeting the challenges of today's business environment requires a committed workforce and providing actionable solutions that allow people to become peak performers both personally and professionally increases success and impacts the bottom line.

Happily married since 1985, Tom Flick and his wife, Molly, have two children. An avid fly-fisherman, mountain biker and reader, Tom is most proud of his role as husband and father



Carson Kressley

Renowned Stylist and Television Star

Accomplished stylist, television star, equestrian, best-selling author and fashion designer, Carson Kressley is out to make over the world. Honing his signature flair for transforming lives with style and humor, Kressley will host the new make-over show Carson-Nation and co-host Your OWN Show: Oprah's Search for the Next TV Star for Oprah Winfrey's new OWN Network. In Carson-Nation, Kressley travels to small towns throughout the U.S., making viewers' lives better one person at a time. As a fashion and beauty industry expert, Kressley teaches women of all shapes and sizes to go from self-loathing to self-loving without resorting to interventions like extreme dieting or cosmetic surgery. "It's easy to change your outfit and easy to change your hairstyle. What's really hard—and what makes for an amazing transformation—is changing how you feel about yourself," says Kressley.

Kressley burst on the scene as one of the stars of the hit Emmy award winning series Queer Eye For The Straight Guy, where his sharp wit and undeniable sense of style resonated with audiences internationally. Also a renowned fashion designer, Kressley launched a collection of men's and women's wear exclusive to the QVC network, Perfect by Carson Kressley. As a fashion industry veteran, Kressley is known for his modern and sophisticated approach to fashion: "classics with a twist."

His New York Times best-seller Off the Cuff is an essential style guide for men and for the women who love them, and his illustrated children's book You're Different and That's Super builds confidence at an early age. Kressley has been a judge on The CW's Crowned: The Mother of All Pageants, a reality series about mothers and daughters competing together in beauty pageants, and his film credits include The Perfect Man and The Year without a Santa Claus.

Kressley is an avid philanthropist, championing a wide array of charities and nonprofit organizations from gay rights activism to mental health causes. He is an active voice on behalf of the Human Rights Campaign Federal Club, the 2004 AIDS Walk in New York City, The Gay and Lesbian Association Against Defamation (GLAAD), Heritage of Pride, Inc., The Trevor Project and Gay, Lesbian, Straight Education Network (GLSEN). Kressley hosted the 2008 True Colors Tour to raise public awareness about the issues that face the lesbian, gay, bisexual and transgender (LGBT) community. "I shared the stage with people I've idolized like Cyndi Lauper and the B-52s—it was a perfect blend of celebration and activism."

Kressley is also an active member of the Lay Advisory Board for the NYU Medical Center's Mental Illness Prevention Center. As a strong advocate of medical interests and mental health causes, he has worked with Katie Couric's annual fund raiser for The Jay Monahan Center for Gastrointestinal Health and donated his time as a style expert for the Dream Foundation, enhancing the quality of life for those battling terminal illnesses by granting dreams and wishes. Kressley was a major donor in establishing the first college scholarship program for gay youth in his hometown of Allentown, Penn.

At the podium, Kressley's impact as a fashion guru transcends style tips and fashion trends. His signature "wit with a heart" approach inspires audiences to embrace their individuality and look inward without fear. With a deep understanding of self-image issues and an empathetic approach to building confidence, Kressley's enlightening perspective resonates with men and women alike. His charming wit and positive outlook offers insight into how to become a better person, from the inside

Kressley began his career as an independent stylist which led to a long tenure with Polo Ralph Lauren. Kressley worked on the design team of the men's sportswear division, then moved to the corporate advertising group. He has worked extensively styling catalogs, editorial and film shoots for Saks Fifth Avenue, Neiman Marcus, and Bloomingdale's. Kressley graduated Magna Cum Laude and Phi Beta Kappa from Gettysburg College with degrees in Finance and Fine Art. He is also an avid nationally ranked equestrian and a former member of the U.S. World Cup Equestrian Team. He resides in New York City.

# Region 3 Chapter & Individual Award Winners Stay tuned -

**Announcement Coming Soon!** 

# **NEWS FROM REGION 3!**



Save the date

**VaSHHRA** 

**FALL** Conference

Friday, November 9th Hilton Garden Inn Glen Allen, VA

More details forthcoming! www.vashhra.org



# Advocacy Update

The Advocacy Committee met this year in conjunction with the American Hospital Association Annual meeting held May 6-8 in Washington, D.C. This allowed the Advocacy Committee to participate and hear from several current and former Members of Congress. We were also able to hear a spirited dialogue between Karl Rove, former Sr. Advisor to President George W. Bush, and Robert Gibbs, former Press Secretary to President Obama on healthcare reform.

On Tuesday of that week we participated in our Hill visits. Our focus was on having a sufficient workforce with respect to the Affordable Care Act with the potential increase of 20-30 million newly covered lives. Another focus was on the increased regulatory oversight by the NLRB. Lastly our focus was impressing upon our Members of Congress the importance of employment in healthcare in the U.S. We are the second largest employer so we aree concerned about jobs. As a final part of that, we are concerned about potential cuts in Medicare reimbursement and their effect on hospital operations.

According to many of the speakers we heard, there may a lame-duck session after the November election to cover such things as the deficit, increasing the spending limit, the expiration of the Bush tax cuts, Medicare/Social Security Reform, and pending any day, the Supreme Court ruling on the Affordable Care Act further healthcare reform.

So please stay tuned. Finally, I've included a brief PowerPoint presentation talking about the impact of hospitals on employment, the effect of Medicare reimbursement and the amount of regulations hospitals face that we a used as talking points with our Members of congress with whom we met.

As a member of the ASHHRA Advocacy Committee, we are committed to keeping you informed on these issues and being your voice.

In the meantime, I am pleased to again serve as your Region 3 Advocacy Committee Representative for this year. If anyone has any questions or if I can provide further information on any other legislative issues, don't hesitate to contact me.

Don't forget - 2012 ASHHRA Advocacy Position Papers available at www.ashhra.org!

Lee Byrd, SPHR, LALFA
Human Resources Director
Masonic Home of Virginia
P.O.Box 7866
500 Masonic Lane.
Henrico, VA. 23231
(804)-237-6725 fax: (804)-222-1373
lbyrd@mahova.com



## WELCOME NEW REGION 3 MEMBERS

First Name	Last Name	Organization	Title	City	Sta te	Zip	Email
Cynthia	Finn			Rockville	MD	20850 -4024	cynthiafinn82@gmail.com
Shontera	Gillespie Coleman	WakeMed Health & Hospitals	Human Resources Manager Employment	Raleigh	NC	27610 -1231	sgillespie-coleman@wakemed.org
Brenda	Johnson	Centra Lynchburg General Hospital	Benefits Manager	Lynchburg	VA	24501 -1104	Brenda.johnson@centrahealth.com
Virginia	Lawson	· · · · · · · · · · · · · · · · · · ·		London	KY	40744 -7985	vlawson@healthdirectionsinc.com
Debbie	Lovelace	Carilion Clinic	HR Senior Director	Roanoke	VA	24016	DLLovelace@carilionclinic.org
Brian	Lynch	Bon Secours Health Sytsem	Director of Human Resources	Marriottsville	MD	21104	brian_lynch@bshsi.org
Christopher	McCullough	Medstar Georgetown University Hospital	Training Specialist, The Learning Network	Arlington	VA	22201	christopher.f.mccullough@gunet.georgetown.ed
Heather	Myers	Bayhealth Medical Center	Recruitment Manager	Dover	DE	19901 -3597	Heather_Myers@bayhealth.org
Dan	Doyle	Chief Wellness Officer	Wellness Corporate Solutions	Cabin John	MD	20818 -1634	dan@wellnesscorporatesolutions.com
Kwanza	Graham	Senior Recruiter	Children's National Medical Center	Washington	DC	20090 -1022	kwanzag@gmail.com
Timothy	Holbrook	Director, Team Relations	King's Daughters Medical Center	Ashland	KY	41101 -2843	tim.holbrook@kdmc.kdhs.org
Maureen	Kendall	Corporate Director of Total Compensation	Charleston Area Medical Center	Charleston	WV	25301 -1326	maureen.kendall@camc.org
Bernadette	Lane	Compensation	Comer	Wilmington	DE	19801 -5043	bernadette.lane@westsidehealth.org
A	McCauley			Arlington	VA	22209 -1426	ak1.mccauley@gmail.com
Ann	Ray		Mission Health System	Fairview	NC	28730 -8816	ann.ray@msj.org
Karyn	Whitley		Stanly Regional Medical Center	Albemarle	NC	28001 -9036	Karyn.Whitley@stanly.org
Barbara	Berens		Children's National Medical Center	Silver Spring	MD	20910 -6280	bberens@childrensnational.org
Rachel	Bomar		Some	Laurel	DE	19956 -3485	rbomar1970@gmail.com
John	Doran	President & CEO	UC Alternative, Inc	Darnestown	MD	20878 -3611	john.doran@ucalternative.com
Sylvia	Hackett	Vice President Human Resources	Rex Healthcare	Raleigh	NC	27607 -6599	sylvia.hackett@rexhealth.com
Mary	Moravek	HR Manager	Nova Med Group & Urgent Care	Ashburn	VA	20147	mmoravek@novamedgroup.com
Christine	Pauley	Executive Assistant	organi Care	Smyrna	DE	19977	crpauley@comcast.net



## ASHHRA Tidbits



ASHHRA is currently creating resources to meet member needs by providing toolkits that include processes, policies, tools, forms, white papers, articles, and educational media. These toolkits seek to educate, aid, and enhance ASHHRA member knowledge in specified topical areas. A definition of each toolkit will be provided to help members fully understand the value of each toolkit. The following is an outline of the content of these toolkits.

#### Tools

These documents describe an activity or a definition pertinent to the toolkit. The documents can also be a form or template to be used as a guide when creating documents unique to an organization.

#### White Papers and Articles

A health care white paper is a persuasive essay, containing a problem, findings, solutions, and an alternative solution to a discussion topic critical to the health care profession. The white paper is supported by data and survey results while offering possible solutions or strategies one can apply within an organization regarding the topic.

ASHHRA publishes a vast amount of articles that continue to aid members in their knowledge. Select articles will be placed in toolkits to aid the understanding of the specified topic.

#### Education

Encore presentations of webinars and videos that were previously held on a toolkit topic, if available, will be in the *eLearning Network*, and will be linked to toolkits again to aid member knowledge. The PDF file will contain information about the webinar as well as the link to replay the recording.

#### **Member Shared Resources**

These resources are tools, templates, forms, and guides used by the ASHHRA member, unique to their organization.

#### **Partner Shared Resources**

These resources are tools, templates, forms, and guides used by the ASHHRA partner, unique to their organization.

Current and 1	Upcoming	<b>Toolkits</b>
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•	Ben	efits*

- Compensation\*
- Compliance & Reporting\*
- Communication and Organizational Change\*
- Diversity\*
- Employee Engagement\*
- Employee Handbooks\*
- Employee Retention\*
- Exit Interviews\*
- Generational Workforce\*
- Health Care Reform
- HR Audits\*
- Labor Relations\*
- Mentoring\*
- Non-Hospital Patient Care\*

- Orientation\*
- On-Boarding\*
- Performance Management\*
- Physician Integration\*
- Recordkeeping\*
- Recruitment & Selection
- Rewards & Recognition\*
- Safety\*
- Sexual Harassment\*
- USERRA\*
- Wellness
- Workforce Planning\*
- Workforce Reduction\*
- Workplace Violence\*

\*Toolkits to be launched 2012 and 2013



The **ASHHRA eLearning Network** is your number one source for professional development in the health care human resource field. ASHHRA is committed to serving your needs and that is why we have developed a customized online learning platform that provides comprehensive health care HR knowledge in a self-paced format. Whether you are New-to-the-Profession, Mid-Level Professional, or at the Executive Level, you will find a program that will enhance your knowledge and assist in your professional path to excellence.



ASHHRA HR Concierge is a service that offers personal attention to the health care HR profession by providing custom tools and resources that are essential to the field.

#### Ask the Expert

A member benefit that provides you with custom resources to meet your individual health care HR needs.

- Provides project consulting to our members on a personal scale
- HR practitioner on-staff to address custom requests for research, resources, and other HR needs (Requested resources can be obtained within 48-72 hours)
- Focuses on providing custom HR research information in the areas of Benefits, Training and Development, Talent Management, and many other topics that reflect the ever-changing scope of health care HR.

#### Resource Library

An alignment of tools and resources that reflect the ever-changing landscape of health care HR

- White Papers -Talent Management, Benefits, etc.
- Toolkits HR Leadership, Mentoring, and Health Care Reform
- Surveys Compensation, HR Metrics, and Labor Relations
- Case Studies Workplace Intimidation, Employee Engagement, and Culture of Health
- Custom Research Project Consultation (initial 2 hours free) HR Practices, Performance Management, etc.

For more information, contact ASHHRA: ashhra@aha.org or at (312) 422-3720.

## **Upcoming ASHHRA Webinars**

Webinars are excellent learning opportunities led by ASHHRA members and partners with specific expertise in the health care HR profession.



- Improve Patient Experience and HCAHPS
- Physician Recruitment Program
- Retirement Plans during M&A
- Behavioral Interviewing
- Corporate Culture
- Reducing RN Turnover

If interested, please register at www.ashhra.org!