



KSHHRA Spring 2014 Conference

May 9, 2014

Hilton Garden Inn Louisville Northeast
9850 Park Plaza Avenue
Louisville, KY 40241
502-423-0018

Sessions

Dealing with Today's Culture: Eminem Becomes a C.N.A

W. Jonathan Martin, II

Partner

Constangy, Brooks & Smith, LLP



As modern "entertainment" becomes more obscene, judges and legislators are becoming more restrictive. One employee may find "The Hangover" to be hilarious; another offensive. Rap music stars, celebrity "housewives" and others make small fortunes engaging in distasteful behavior which is glorified on television, and the ratings go up. Yet health care employers are expected to ensure no one is offended in the workplace.

Here's the workplace "reality" show: What employees listen to, watch, download, and use to entertain themselves is in your workplace whether you like to acknowledge it or not. The cost of making the wrong decision is a six figure lawsuit. And, the long term business cost of unmotivated and unproductive employees is even higher - potentially even bankruptcy.

Do you know what to do? Do you know how to address it? Do you know what questions are relevant, or even how to begin an investigation? Do you even know what laws can impose great penalties on your company for what your employees find entertaining? Do you know how to motivate and lead several generations of employees with different viewpoints, communication methods, and values?

If not, come join Jonathan Martin, a partner with the national labor and employment law boutique, Constangy, Brooks & Smith, LLP and he will provide the answers. He'll even entertain you while he's doing it.

Growing Tomorrow's Talent Today: Succession Planning

Kathy Noland, RN, PhD

Vice President

B.E. Smith



Vicki A. Darnell, MSN

President/CEO

Ephraim McDowell Health

Historically, succession planning has been reserved for the top executives of a healthcare organization. However, with the increased demand for executive leadership, healthcare reform and the rising needs of an aging population, executives must be prepared with a resilient work-force and a well-executed succession plan for all levels of their team.

"Growing Tomorrow's Executive Talent Today," will provide you with a real-world example of how 10 succession planning strategies enabled a healthcare organization with no formal succession planning to formalize succession plans throughout the organization. The transitional succession plan established best-in-class mentoring, coaching, retention and engagement resulting in lowest associate turnover, highest patient satisfaction ever recorded, and ranking in the top 10th percentile nationally in core measure quality outcome performance.

If you haven't yet begun succession planning, there is no better time than today. While you can't control all the factors affecting healthcare, you can adapt and overcome the many uncertainties in healthcare with a well-prepared and committed workforce. The end result is a healthy organization with continuity of leadership and employees who are excited and dedicated to the future, your organization and their careers.

Taming Abrasive Leaders in the Workplace



Donna King Perry
Partner
Dinsmore & Shohl LLP

In this session, Donna King Perry will discuss effective means to identify leaders with the appropriate temperament and demeanor for management. Once leaders are identified they often need or require coaching. How can employers deliver effective coaching-- what tools are available, how much time and money should be spent on coaching, and when should employers dispense with coaching. Finally, Perry will then discuss the risks and benefits to leaving abrasive leaders in place vs. removing them. This will include a discussion of negligent hiring and negligent retention claims by employees.

Defending through Documentation



Donna King Perry
Partner
Catherine Salmen Wright
Partner
Dinsmore & Shohl LLP

Documentation sufficient to support employment decisions is much more than an employee's disciplinary records. Employment applications should be drafted to maintain at-will employment, cause for termination for falsification of the application, and relate to the position for which the employee is applying. Job descriptions should be reviewed and updated periodically to support hiring and firing decisions, evaluations and accommodation analysis when questions of disability arise.

Donna King Perry and Catherine Salmen Wright will discuss the importance of objective, meaningful performance reviews, and how to train supervisors to effectively complete them. Finally, Perry and Wright will discuss the key concerns in pre-termination assessments and the risks with termination of employment.

Conference Location

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Date and Time

Friday, May 9, 2014
Registration – 8:00a

Conference Fee

\$50.00
(includes continental breakfast and buffet lunch)

Please confirm your attendance by completing the attached registration form and return by April 30, 2014