



# Leadership Workforce Conference

Developing a Strategic and Sustainable Workplace

**June 5, 2014**

Crowne Plaza Hotel | 123 W. Louisiana St. | Indianapolis, IN 46225

**This one-day leadership conference will focus on how to align your workforce while building a high quality and sustainable health care delivery model.** You'll receive best-practice tips and hear lessons from health care experts on how to control your organization's labor costs. At the end of the day, you'll leave with practical tools for assessing and monitoring your organization's readiness to align staffing and payroll expenses with strategic objectives. Calling all C-suite leaders, HR directors, trustees, in-house counsel and ISHHRA members: it's time to go to work.

**Presentation topics include:**

- Leadership Challenges in the Reform Era
- The Stakes are Higher for Performance Outcomes
- Compensation Design and the Value Equation
- The People of Health Care – Your Future Challenges
- Reductions-in-Force: Understanding the Laws and Managing the Risks
- Where is Your Organization on the Continuum?

This conference is brought to you by Indiana Hospital Association, INTEGRATED Healthcare Strategies and Indiana Society for Healthcare Human Resources Administration.

## Agenda

8 – 9 a.m.                      **Registration and Continental Breakfast**

9 – 9:15 a.m.                **Welcome and Introductions**

9:15 – 10 a.m.              **Leadership Challenges in the Reform Era**  
Don Seymour, *Executive Vice President and Practice Leader for INTEGRATED Healthcare Strategies*

The health care marketplace is in the early stages of more change than has occurred since the greatest generation returned from World War II. This session will offer a point-of-view from INTEGRATED Healthcare Strategies and Futurescan regarding the collective impact of these changes on the health care workforce. Discussion will include organizational culture, leading with quality, top-of-license practice and implications for directors, executives and physician leaders.



10 – 11 a.m.

***The Stakes are Higher for Performance Outcomes***

Terry Hobbs, *Executive Vice President and Practice Leader for INTEGRATED Healthcare Strategies*

During this session you'll gain key insights into the direct correlation of engagement to human capital metrics and business performance. You'll also learn about proven strategies and tactics for taking advantage of the state of engagement in your organization, the direct impact that high and low performing employees have on HCAHPS, discover the importance of a proper definition of engagement and find out how a job passion metric can double the ability to predict key performance outcomes.

11 a.m. – noon

***Compensation Design and the Value Equation***

Kevin Talbot, *Executive Vice President of INTEGRATED Healthcare Strategies*

Payroll is the single largest expense on the health care income statement, typically making up 50 percent or greater of total expenses. While health care reform has ushered in the dialogue of valuation creation—higher quality for lower cost—few organizations have yet to use compensation governance and design as a way to systematically increase value. This presentation will discuss practical tools and best practices to help leaders create a compensation program that supports strategic objectives. Attendees will learn:

- Key tenants of an effective compensation philosophy and common best practices in governing compensation from the staff to the C-suite
- Latest trends in severance, incentives, retention plans and change-of-control
- Top seven mistakes that erode value of compensation programs

Noon – 1:30 p.m.

***The People of Health Care—Your Future Challenges***

*Luncheon & Presentation*

Kevin Haeberle, *Senior Vice President and Senior Advisor of INTEGRATED Healthcare Strategies*

This thought-provoking session will explore perspectives on the future of the health care workforce (staff, leadership and clinical caregivers) and how CEOs and human resource professionals must proactively prepare their organizations for the inevitable workforce challenges they will face in the next five to 10 years.

1:30 – 2:30 p.m.

***Reductions-in-Force: Understanding the Laws and Managing the Risks***

Kevin Stella, *Hiring Partner for Hall, Render, Killian, Heath & Lyman*

Once an organization decides to implement a reduction-in-force, it must consider the legal requirements and risks. This presentation will address the important elements of an effective reduction-in-force process that makes sense for your organization, as well as the myriad of legal considerations. These considerations include an overview of discrimination matters and legal scrutiny of selection decisions, the WARN Act and key elements of a severance program and agreement.





2:30 – 3:30 p.m.

***Where is Your Organization on the Continuum?***

Debbie Weber, *Vice President of INTEGRATED Healthcare Strategies*

This session will address how FTE, payroll and benefit-expense creep, span of control and communication plans warrant assessment and action now and in the future. Best practice methods will be outlined for aligning metrics with strategic goals and developing measurement and reporting techniques that allow you to obtain your goals.

3:30 – 4 p.m.

***Open Discussion and Wrap Up***

Debbie Weber, *Vice President of INTEGRATED Healthcare Strategies*

4 p.m.

***Adjournment***





## Featured Speakers

**Kevin Haeberle** is a senior vice president and senior advisor in the HR consulting practice of INTEGRATED Healthcare Strategies.

With more than 25 years of experience as consultant, attorney and a health care administrator, Kevin brings a unique expertise to the consulting partnerships he has developed with health care organizations nationwide. Prior to joining INTEGRATED Healthcare Strategies, Kevin was a senior vice president of an award-winning health care system.

Kevin has experience in a number of key areas, including developing modern and creative pay programs, employee and physician survey tools and assisting organizations during difficult and unique employee relations situations. Kevin's particular expertise is developing strategic and tactical plans to more closely align human capital with financial and quality goals, a consistent indicator for all highly successful health care institutions.

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**Terry Hobbs** is the executive vice president and practice leader for the HR consulting practice at INTEGRATED Healthcare Strategies. He has more than 20 years of insightful experience in the field of human resource management and organizational effectiveness, and provides consulting services to numerous award-winning health care organizations throughout the U.S. Working closely with senior and managerial level leadership, as well as board members and physicians, he has been successful in developing solutions which help align human resources systems to better meet the organization's financial, quality and people goals.

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**Don Seymour** is an executive vice president and practice leader for INTEGRATED Healthcare Strategies' strategy & governance practice. Don has worked with health care organizations of all types and sizes on strategy, governance and organization planning, as well as a broad range of performance and medical staff issues.

Don frequently presents on a variety of subjects related to senior leadership in health care organizations. In addition to being on the faculty of The Governance Institute, he has made presentations to the American Hospital Association (AHA), Fortune 100 Companies and a variety of other national, state and regional groups. He serves as lead faculty for the American College of Healthcare Executives seminars on Culture, Process & Outcomes—Where Strategy Begins and Strategic Growth In The Reform Era. His articles have been published in a number of journals including BoardRoom Press, E-Briefings, Hospitals & Health Networks, Trustee and Spectrum. He has served as executive editor for Futurescan™ (AHA's annual health care trends publication) since 2004.

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**Kevin Stella** serves as the hiring partner for Hall, Render, Killian, Heath & Lyman and chair of the human resources committee. His practice is focused on labor and employment law with an emphasis on employment issues facing health care clients. He counsels and presents to clients on a wide range of employment law issues, including hiring and disciplinary matters, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Family Medical Leave Act, wage and hour issues, reductions-in-force, handbook and policy review/creation and employment contract drafting and negotiations. Kevin has represented clients before the Equal Opportunity Commission, Indiana Civil Rights Commission, Department of Labor, Indiana Medical Licensing Board and Indiana Nurse Licensing Board.





**Kevin Talbot** is an executive vice president with INTEGRATED Healthcare Strategies. As the practice leader of the total compensation and rewards practice, he leads one of the country's largest and most respected consulting groups dedicated exclusively to compensation, benefits and governance in the health care industry. As the practice leader, he manages a national client base of more than 300 health care organizations and approximately 25 consultants.

An expert on the governance of executive compensation, Kevin works closely with boards to help them remain compliant with regulatory requirements and establish best practices for governing their executive compensation programs. He frequently provides his expert opinion on the reasonableness of executive total compensation plans.

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**Deborah Weber** is vice president with the HR consulting practice of INTEGRATED Healthcare Strategies. With more than 20 years of demonstrated HR expertise in for-profit and not-for-profit integrated health systems, in both adult and pediatric health care arenas, Debbie is able to elevate human capital management functions from transactional processes to vital business partnerships.

Prior to joining INTEGRATED Healthcare Strategies, Debbie held a senior position with a nationally recognized health care solutions firm. She has also been a top human resource executive at a large pediatric regional teaching and research facility, as well as the owner and principal consultant of a successful human resources consulting firm.

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#### **About INTEGRATED Healthcare Strategies**

For more than 30 years, INTEGRATED Healthcare Strategies has focused on one thing: health care. Their consultants work closely with clients to develop programs and solutions that help organizations achieve their business goals and enhance the effectiveness of their board, executives, physicians and employees, and that ultimately helps ensure health care success moving forward. What makes INTEGRATED unique is their ability to look beyond the single services encountered with other firms. Their clients have convenient and direct access to the most comprehensive array of health care-specific services available, combined with insightful advice from industry professionals. Learn more at [www.integratedhealthcarestrategies.com](http://www.integratedhealthcarestrategies.com).

#### **About Indiana Society for Healthcare Human Resources Administration**

ISHHRA was formed to provide and further the following purposes:

- To establish and advance the development of the profession of Healthcare Human Resources Administration in hospitals and related health care facilities
- To further the professional education and personal development of its members
- To stimulate the exchange of information
- To promote student interest in health care human resources administration
- To recognize special contributions of ISHHRA members to the societies





## **Registration**

Register online at <http://www.regonline.com/IHA14leadership> by **May 29**. For assistance, please contact Laura Gilbert at [lgilbert@IHAconnect.org](mailto:lgilbert@IHAconnect.org) or 317-423-7793.

**Registration Fee:** The registration fee is \$245 per person and includes breakfast and lunch.

**Payment Options:** Payments can be made online by credit card. If paying by check, please indicate this payment option online and mail check by June 5. Checks should be made payable to Indiana Hospital Association. Send to:

Indiana Hospital Association  
1 American Square, Suite 1900  
Indianapolis, IN 46282-0004

**Attire:** Business casual attire is encouraged. Room temperatures may vary; a light sweater is recommended.

## **Cancellation & Refund Policies**

For cancellations made on or before May 29, a \$25 cancellation fee will be retained. Refunds will not be issued for cancellations made after May 29. Substitutions are permitted and can be made online.



## Continuing Education

This program has been submitted to the HR Certification Institute for Review.

Learning objectives:

- Discuss organizational culture, leading with quality, top-of-license practice and implications for directors, executives and physicians
- Review key insights into the direct correlation of engagement to human capital metrics and business performance
- Explore proven strategies and tactics for taking advantage of the state of engagement in your organization, the direct impact that high and low performing employees have on HCAHPS
- Explore the importance of a proper definition of engagement and find out how a job passion metric can double the ability to predict key performance outcomes
- Discuss practical tools and best practices to help leaders create a compensation program that supports strategic objectives
- Explore perspectives on the future of the health care workforce (staff, leadership and clinical caregivers) and how CEOs and human resource professionals must proactively prepare their organizations for the inevitable workforce challenges they will face in the next five to 10 years
- List the important elements of an effective reduction-in-force process that makes sense for your organization, as well as the myriad of legal considerations
- Outline an overview of discrimination matters and legal scrutiny of selection decisions, the WARN Act and key elements of a severance program and agreement
- Discuss how to align your workforce while building a high quality and sustainable health care delivery care model