

Washington State Healthcare HR Association Spring Conference 2016

April 27 - Pre-Conference
April 28-29 - Conference

Lake Chelan, Washington
Campbell's Resort



CONFERENCE HIGHLIGHTS

- FUN! JOIN US FOR BOWLING ON WEDNESDAY EVENING
- NETWORKING! A CONFERENCE AND ASSOCIATION HALLMARK
- Managing Organizational Transition
- The Anatomy of a Jury Trial
- Employment Law Update
- Are you a High Value Provider?
- Servant Leadership
- Leading Across Generations
- Spa Specials!



HRCI, SHRM, CHHR Credits Pending!

WSHHRA Spring Conference 2016

SCHEDULE

Wednesday, April 27

- 1:00—3:00 Board Meeting
Evening Hosted Welcome and Networking Social—Bowling!



Thursday, April 28

- 7:00—8:00 Breakfast
8:00—8:15 Welcome/Introductions
8:15—10:00 Managing Organizational Transition
10:00—10:30 Break/Business Partner Visit
10:30—12:00 The Anatomy of a Jury Trial
12:00—1:00 Lunch/Vendor Visit
1:00—2:30 Employment Law update
2:30—3:30 Business Partner Acknowledgements/Drawings
3:30—5:00 Are you a High Value Provider?
6:30 & 7:00 Reception/Dinner

Friday, April 29

- 7:00—8:00 Breakfast
8:00—8:30 WSHHRA Business Meeting
8:30—10:00 Servant Leadership
10:00—10:20 Break/Checkout
10:20—12:00 Leading Across Generations
12:00—12:30 Wrap up/Drawing Takeaways



WSHHRA Spring Conference 2016

Campbell's Resort
Lake Chelan, Washington

[104 W Woodin Ave, Chelan, WA 98816](#)

Washington State Healthcare Human Resources Association

Pre-Conference: *Wednesday, April 27, 2016*

Conference: *Thursday-Friday, April 28-29, 2016*

Register by March 20th to receive discounted rate!

You can register online via our website at **www.wshhra.org**

Payment Options:

Check—Payable to WSHHRA

Please enclose registration form and send full payment to:

Marlo Willis
WSHHRA Treasurer
Kittitas Valley Healthcare
603 S. Chestnut
Ellensburg, WA 98926

Credit Card—www.wshhra.org

Please use online registration form and PayPal link to register for and pay the Spring Conference 2016 registration fee

Contact Manda Scott at MandaScott@yvmh.org if you have questions about the conference

Refunds available up to 1 week prior to the conference

REGISTRATION FORM

NAME_____

ADDRESS_____

CITY, STATE, ZIP_____

TITLE_____

ORGANIZATION_____

BUSINESS PHONE_____

EMAIL_____

\$249 WSHHRA Members by March 20, 2016

\$269 WSHHRA Members after March 20, 2016

\$349 Non-members by March 20, 2016

\$369 Non-members after March 20, 2016

YES NO ATTENDING DINNER

\$40 per additional non-registered guest for dinner

Guest Name(s)_____

If you are a member of WSHHRA and budgetary constraints make attendance at this conference difficult, or if you have any special dietary requirements, please contact Manda Scott .

WSHHRA Spring Conference 2016

Meeting Location and Hotel Accommodation Information

CAMPBELL'S RESORT

Call toll free to make reservations: 1-800-553-8225

Group Code: **421361**: Washington State Health Care Human Resources Association



Reserve your room by **March 20, 2016** to receive the special rate of \$132 for a traditional room and \$172 for a Deluxe room.



Need to relax before heading home? Stick around and enjoy the Resort and Spa!

Campbell's Resort Spa is offering a 15% discount for conference attendees. Call now to reserve your appointment before they fill up!

(509) 682- 2561, ext. 2007



Chelan Golf: Wednesday afternoon 4/27/16

Need a golfing partner? Tell Neal if you're interested in joining him for a round and he'll coordinate a tee time. Neal@WashingtonHealthcareCareers.com or (206) 236-0153

WSHHRA Spring Conference 2016

Topic Summaries, Presenters



Managing Organizational Transition

Summary: Change is inevitable—and often critical to a business’s success. And, of course, employees are an important part of making any change successful. But employees who feel out of the loop or threatened are bound to resist, lessening impacts, lowering morale, and potentially decreasing productivity. In contrast, employees who are guided proactively through change are much more likely to remain loyal, dedicated contributors who adjust well and contribute to your organization’s future success.

Learn to effectively manage transition within your organization, preparing employees for change and contributing to lasting, positive organizational outcomes.

Presenter: Amanda Adams is an Organizational Development Consultant and a Human Resources Management Systems Manager at Yakima Valley Memorial Hospital. She has 8 years of human resources experience across many areas of HR. She currently is the past president for the Washington State Healthcare and Human Resources Association and serves on various committees for the American Society for Healthcare Human Resources Administration. Amanda has her B.A. in Business with a major in Management Operations and minor in Human Resources. She is certified in Bridge’s Managing Transitions and the Beren’s Core Approach. She is also a certified Leadership Coach.



The Anatomy of a Jury Trial

Summary: Employers and Human Resource Professionals have to make tough decisions every day. You may fear having your decisions scrutinized by a “jury of your peers.” You may also wonder how persons are selected to serve on a jury, what their role is, and how you can make your case in the most persuasive way possible. In this program we will unravel some of the mystery surrounding jury trials and provide insights from two recent jury trials in which we successfully represented health care employers and their Human Resources personnel. You will come away with a better understanding of the jury system and be better prepared to make your case to a jury.

Presenter: Jeffrey A. James is a shareholder with SEBRIS BUSTO JAMES and the head of the firm’s litigation group. He has represented employers in labor and employment matters since 1988. Jeff’s practice focuses on helping employers comply with state, federal and local employment laws and defending employers when litigation arises. He also prosecutes matters on behalf of employers seeking to enforce employment agreements, restrictive covenants, or other obligations. Jeff is a trial and appellate attorney who has successfully represented clients in proceedings before state and federal courts at all levels, as well as before administrative agencies and in alternative dispute resolution proceedings. Jeff has been repeatedly named as a “Super Lawyer” by *Washington Law & Politics* and is listed in *The Best Lawyers in America*, *the Best Lawyers in Seattle*, and *The International Who’s Who of Management Labor & Employment Lawyers*. He was named a “Lawyer of the Year” for Management-Side Employment Litigation in 2016 by *Best Lawyers* publication. He has received the highest possible peer review rating for competency and ethics (AV) by Martindale-Hubbell. Jeff is a frequent speaker at legal and industry seminars on issues affecting the workplace.



Employment Law Update

Summary: Healthcare human resources professionals find themselves in a constantly changing legal environment, with new laws, administrative enforcement actions and state and federal court cases emerging almost every day. We will review the top issues for 2016, including recent developments in the areas of FLSA overtime exemptions, social media, independent contractors, meal and rest periods, union organizing, background checks, employee wellness programs and various discrimination issues. We will also discuss practical strategies for dealing with these and other issues, so that you will be prepared act proactively in your role as trusted advisor to hospital and clinic administration. Time permitting, we will also touch upon the top collective bargaining issues impacting hospitals in 2016.

Presenter: Matt Lynch is a shareholder with SEBRIS BUSTO JAMES. Matt represents private and public sector employers in all aspects of labor relations, and has negotiated hundreds of collective bargaining agreements, represented management in grievances and labor arbitrations, and handled many cases in front of the National Labor Relations Board. In addition, Matt assists employers in both day-to-day and strategic employee relations issues, including discipline and discharge, employee leaves, employment agreements, policy development, handbooks, wage and hour and discrimination. Before joining the firm, Matt was the Director of Labor Relations Services and General Counsel for the largest employer association in the Pacific Northwest, having been with that association for over 24 years. He also served as a management trustee on a Taft-Hartley insurance trust. Matt has extensive experience in assisting employers in the healthcare, print and broadcast media, education and non-profit sectors. He is a member of the Lake Washington Human Resources Management Association, the Washington Society of Healthcare Attorneys and WSHHRA.

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Topic Summaries, Presenters



Are you a High Value Provider?

Summary: Healthcare providers are preparing for the reality of the post-reform environment that will require hospitals and physicians to be more accountable for the delivery of higher quality and more efficient care delivered at a lower cost. As hospitals navigate through the challenges of planning for this future, they also have to remain focused on current operations that are threatened by thinning margins due to an increased cost structure and reimbursement declines in the current fee-for-service environment. To effectively position for the future realities of healthcare, many hospitals are implementing population health management and care coordination strategies to position providers to take on higher levels of accountability to effectively manage utilization and health outcomes. This presentation will discuss the nuts and bolts of upcoming changes in Medicare quality reporting and the valuable role of the care coordinator in new care delivery models

Presenter: Sue Deitz, MPH, serves as a Regional Vice President for the National Rural Accountable Care Consortium. Through her work on the Transforming Clinical Practice Initiative, Sue supports rural providers in their understanding and preparation of value-based payment models. Prior to this position, she was the Executive Director of Critical Access Hospital Network in Eastern Washington for almost a decade. At the CAHN, she leveraged rural collaboration to secure over 25 grants that targeted projects to better position rural providers for healthcare reforms and test an infrastructure designed to stabilize and strengthen the local and regional delivery systems. Sue earned a Master's Degree in public health from University of Illinois at Chicago with an emphasis in community health sciences. Her areas of expertise include rural health disparities, health information technologies, and chronic disease management and prevention.



Servant Leadership

Summary: This session will discuss the following: What is Servant-leadership? Definition and explanations—Why Servant-leadership? Justifications—Who are the Servant-leaders? Examples—What are the competencies?

Presenter: Dr. Horsman is an on-line and on-campus lecturer for the Master of Arts in Organizational Leadership (ORGL) program in the School of Professional Studies at Gonzaga University, Spokane Washington. Dr. Horsman's primary focus is Servant-leader formation. He is the designer of the recently launched ORGL Servant-leader Concentration. Drawing on his farming, business and teaching experience he invites students to join with him as fellow *Servant-leaders in training*. He has taught at the graduate level for Gonzaga's Master of Arts in Organizational Leadership program; the Health Care program at British Columbia Institute of Technology; and the Masters of Administrative Leadership program at Trinity Western University, Langley, BC. He also taught undergraduate business courses for five years at Chemainus Native College, BC; for three years at the Higher Colleges of Technology in the United Arab Emirates (UAE); and four years of leadership courses at Redeemer Pacific College. Administrative and leadership experience in higher education includes course development, program development, academic programming, recruitment, student life, organizational development, and strategic planning. Degrees: PhD, Leadership Studies: Servant-leadership & Spirit in Organizations; MA, Organizational Leadership; Group Discernment; BA, Philosophy. Purpose Statement: "Part of my life purpose, and my primary academic purpose, is to assist in the calling forth of Servant-leaders through learning, practice, and modeling."



Leading Across Generations

Summary: There are four generations in the workplace. The purpose of this session is for leaders to recognize - the unique characteristics of each generation and be able to communicate respect for each generation's contributions, while bridging those general differences on a typical work team.

Co-Presenter: Rebecca Ammeter-Wright, SPHR/MAOL, Senior HR Strategic Partner at Swedish Hospital, is an experienced certified Human Resources professional with over 30 years of experience in both the public and private sectors. Her areas of focus include Labor and Employee Relations and Organizational Leadership. Ms. Wright has worked in a variety of industries including land development, hospitality and extensive work in healthcare. She is currently employed with Providence Health and Services- Swedish as a Senior Human Resources Strategic Partner.

Co-Presenter: Gay Niven is Senior Manager in Learning and Development at Providence Health and Services in Renton, Washington. She has worked with a wide range of frontline and mid-level managers who are typically managing large workgroups with multiple generations represented, whether retail, manufacturing or financial services. Her passion is focused on talent development work, working to support professionally support their teams in getting the right talent in the right place. She has a Master's in Applied Behavioral Sciences, is a certified coach and serves on Seattle Central College's Foundation Board.

