



**Pre-Conference Power Sessions**

<b>P1 - Leadership</b> <b>8:30 a.m. – 4:00 p.m.</b>	<b>P2 - Labor and Legislative</b> <b>8:30 a.m. – 12:30 p.m.</b>	<b>P3 - Talent Strategy</b> <b>8:30 a.m. – 4:00 p.m.</b>	<b>P4 – CHHR Power Session</b> <b>2:00 – 4:00 p.m.</b>
<p>8:30 – 10:30 a.m.  <b>Vince Molinaro</b>                      Global Managing Director                      Strategic Solutions, Lee                      Hecht Harrison</p> <p>“The Leadership Contract”</p>	<p><b>G. Roger King</b>                      Senior Labor and                      Employment Counsel, HR                      Policy Association</p> <p><b>Jim Trivisonno</b>                      President, IRI Consultants</p> <p><b>Josephine Zamora</b>                      Partner, IRI Consultants</p> <p>“Labor and Employment                      Developments of                      Importance to Human                      Resource Executives –                      What’s in the Future for                      2017?”</p>	<p>8:30 – 10:30 a.m.  <b>Gus Tolson</b>                      Sr, Director, Corporate and                      Clinical Recruiting at Genesis                      Healthcare</p> <p><b>Brenda Dandrea</b>                      Vice President, Client                      Relations, SkillSurvey</p> <p>“High Performance Hiring:                      Sourcing and Social                      Strategies to Better Recruit                      in a Fast Growing                      Organization”</p>	<p><b>Gary Pastore, MSL, CHHR</b>                      Director of Human                      Resources,                      HonorHealth Scottsdale                      Shea Medical Center</p> <p><b>Bill Horn, CHHR</b>                      Director of Talent                      Acquisition &amp; Retention                      Upbring</p> <p><b>Marie Stehmer, CHHR</b>                      Sr. Director, Human                      Resources                      PeaceHealth Sacred                      Heart Medical Center                      University District</p>
<p>10:30 a.m. – 12:30 p.m.  <b>Chip Madera</b>                      President/CEO, Chip                      Madera Productions, Inc.</p> <p>“Employee Engagement:                      What Every HR Leader                      Needs to Know”</p>		<p>10:30 a.m. – 12:30 p.m.  <b>Megan Phee</b>                      Major Manager Healthcare,                      CareerBuilder</p> <p>“Real World Ideas on How to                      Utilize Data to Drive Your                      Health Care Talent                      Acquisition Strategy”</p>	
<p>2:00 – 4:00 p.m.  <b>Cy Wakeman</b>                      President and Founder                      Cy Wakeman, Inc.</p> <p>“Reality-Based                      Leadership™: Ditch the                      Drama, Restore Sanity to                      the Workplace and Turn                      Excuses into Results”</p>		<p>2:00 – 4:00 p.m.  <b>Tammy Anderson</b>                      Avera Health                      David Szary, Lean Human                      Capital</p> <p>“Avera Health’s Recruitment                      Transformation Journey”</p>	

## Pre-Conference Power Sessions

### P1 - Leadership Power Session



**8:30 – 10:30 a.m.**

#### **The Leadership Contract**

Vince Molinaro, Global Managing Director Strategic Solutions, Lee Hecht Harrison

The stakes in leadership have always been high, but they are getting even higher. Leaders must execute strategy, drive innovation and build talent for the future. This is especially true in the health care industry which has, and will continue to, face significant uncertainty and be under significant pressure to transform.

- Take accountability and live up to the obligations as a leader
- Develop strong personal resilience, get tough and resolve to rise above the daily pressures
- Build a strong leadership culture that will be your ultimate differentiator.



**10:30 – 12:30 p.m.**

#### **Employee Engagement: What Every HR Leader Needs to Know**

Chip Madera, MS, CSP, President/CEO, Chip Madera Productions, Inc.

According to Gallup's latest employee engagement survey, over 87% of the workplace is either "Disengaged" or "Actively Disengaged!" This truth defines every HR leader's nightmare. Imagine the risk your company assumes with 87% of the employee population sleepwalking through the workplace each and every day. Imagine employees coming to work with the singular intention of sabotaging all your organization's efforts to succeed. Nightmare, right? Human Resources (HR) plays a critical role in helping to establish high performance standards for excellence, support accountability efforts and develop talent that gets results. Chip Madera, MS, CSP, will dynamically share practical ways to hold employees accountable for performance and how HR can give leadership to the accountability process. You'll also learn how to strategically position HR as "The Department" for advancing bottom line profits and performance for your organization.

- Understand the key components of high performance hospital leadership
- Identify three (3) insights about people every HR Leader must know to combat workforce apathy and foster engagement
- Develop an action plan to engage employees and create a culture of excellence.



**2:00 – 4:00 p.m.**

#### **Reality-Based Leadership™: Ditch the Drama, Restore Sanity to the Workplace and Turn Excuses into Results**

**Cy Wakeman, President and Founder, Cy Wakeman, Inc.**

Join the ranks of today's wildly successful Reality-Based Leaders. Become the type of leader who anticipates change, capitalizes on the opportunity inherent in any situation and paves the way to success by driving for results without drama or defense. Let's ditch the drama and restore sanity to the workplace!

- Develop and utilize metrics to evaluate leadership's contributions to the achievement of the organization's strategic goals and objectives

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- Learn how to apply the principles of Reality-Based Leadership in your workplace and in your coaching opportunities
- Re-evaluate the work leaders have done to date in their companies so that they can transform their tools, programs and philosophies.

### P2 – Labor and Legislative Power Session

8:30 a.m. – 12:30 p.m.

#### Labor and Employment Developments of Importance to Human Resource Executives – What’s in the Future for 2017?

G. Roger King, Senior Labor and Employment Counsel, HR Policy Association

Jim Trivisonno, President, IRI Consultants

Josephine Zamora, Partner, IRI Consultants

The regulatory and union organizing areas have presented a number of challenges for health care employers in recent years. Employers can expect such challenges to continue in 2017 and beyond; although, the type and extent of these challenges will be widely determined by the outcome of the November election and a new Administration in Washington D.C. In this session, we will cover the legal and regulatory issues employers currently face and the expected new initiatives that will present potential new obstacles for health care in 2017. This session will also cover union organizing activity, health care collective bargaining developments and human resource training options for employees.

Regulatory initiatives that will be discussed include actions undertaken by the U.S. Department of Labor (DOL), Equal Employment Opportunity Commission (EEOC) and the National Labor Relations Board (NLRB or Board), such as:

- The DOL recently adopted a comprehensive new definition of exempt and non-exempt status of employees under the Fair Labor Standards Act, and the Department also adopted new rules addressing employer use of “persuader” advisers regarding union organizing activity.
- The DOL is also developing complex and comprehensive new requirements for federal contractors regarding compliance with federal and state labor and employment laws.
- The EEOC has been active adopting new rules regarding the establishment and utilization of wellness plans, and has promulgated new requirements with respect to the scope of information required by employer EEO-1 reports.
- The NLRB has been particularly active in issuing new decisions that redefine what is a joint employer relationship between different employer entities, a new standard permitting employees of supplier employers to combine with user employers for bargaining the unit composition purposes, development of a higher standard for an employer to meet before it can refuse to continue recognizing an incumbent union, continual comprehensive oversight of employee handbooks and work related guidelines developed by employers. The Board has also issued a number of other significant decisions impacting the rights of employers, unions and employees in the workplace.



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This session will cover these topics and more, allowing for an interactive discussion between presenters and attendees. Senior Health Care Human Resource Executives from various regions of the country will be added to certain parts of the session.

- Prepare your organization for new labor and employment regulations and case law developments, particularly as a result of initiatives by EEOC, NLRB, and DOL
- Learn about union organizing trends and strategies and review important issues that have surfaced in collective bargaining situations
- Remain compliant with federal and state labor and employment laws
- Review your organizations training and communication strategies with respect to potential union organizing activity and in the collective bargaining area, if applicable
- Consider options and initiatives to improve HCAHPS and patient satisfaction scores.

### P3 – Talent Strategy Power Session

8:30 – 10:30 a.m.

#### High Performance Hiring: Sourcing and Social Strategies to Better Recruit in a Fast Growing Organization

Gus Tolson, Sr, Director, Corporate and Clinical Recruiting at Genesis Healthcare

Brenda Dandrea, Vice President, Client Relations, SkillSurvey

Join Gus Tolson, Sr. Director of Recruiting at Genesis HealthCare, a premier provider of skilled nursing and rehabilitation services, as he discusses his strategy to develop a successful recruitment and onboarding operation that processes an immense amount of talent.

- Understand how Gus has developed a world-class sourcing group at Genesis HealthCare in response to their growing business
- Build a social media presence in order to promote a strong brand reputation to attract new talent
- Leverage the latest in HR technology to hire faster and smarter, as well as preserve a positive candidate experience.



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10:30 a.m. – 12:30 p.m.

### Real World Ideas on How to Utilize Data to Drive Your Health Care Talent Acquisition Strategy

Megan Phee, Major Manager Healthcare, CareerBuilder

Talent acquisition leaders, managers and recruiters in the health care industry are no strangers to the challenges of recruiting skilled talent, with the average time-to-fill currently one of the highest among all industries. These individuals are in extraordinary demand, so taking advantage of data is a must. This workshop will provide a deeper dive into how attendees can utilize recruitment data to their advantage, improve their recruitment process and find the best talent. Attendees will be provided sample data packets to facilitate active discussion and provide an interactive experience with peers in the industry.

- Learn how to evaluate and apply new hiring data that can help drive talent strategy
- Leave the session with specific ways to improve processes and procedures, as well as with examples from their peers
- Walk away with ideas from peers on how to better utilize data/analytics to rethink talent acquisition plan to better meet the needs of today's health care candidates.

2:00 p.m. – 4:00 p.m.

### Avera Health's Recruitment Transformation Journey

Tammy Anderson, Director, Talent Acquisition, Avera Health

David Szary, Founder and President, Lean Human Capital

In this riveting session, Tammy Anderson and David Szary will share Avera Health's 18 month recruitment transformational journey from good to *elite*. In this session, participants will learn how to embark on a Lean Transformation Journey with their team which creates a culture passionate about continuous improvement and lifelong learning. They will learn to develop an analytic framework to implement a Management by Fact culture that stop the water cooler discussions and disconnect with hiring managers.

- Implement a Management by Fact culture and use key recruitment analytics to define and measure talent acquisition performance
- Develop a compelling value proposition/recruitment marketing message to attract top talent
- Understand how to become a strategic talent acquisition recruiter and recognize the importance of intake sessions and setting service level agreements.

## Pre-Conference Power Sessions

### P4 – CHHR Power Session

2:00 – 4:00 p.m.

Gary Pastore, MSL, CHHR, Director of Human Resources, HonorHealth Scottsdale Shea Medical Center  
Bill Horn, CHHR, Director of Talent Acquisition & Retention, Upbring  
Marie Stehmer, CHHR, Sr. Director, Human Resources, PeaceHealth Sacred Heart Medical Center University District

What can you do to recognize your experience, enhance your career and stand out as a health care HR leader? The answer is simple... become Certified in Healthcare Human Resources (CHHR)! This session is essential as you embark on your CHHR journey. Join Gary Pastore, MSL, CHHR, to develop your study plan, discuss sample questions and understand the HR Leader Model, the content outline for the CHHR. Whether you've just learned what the CHHR stands for or you are taking the exam on Tuesday, this session is designed to be an interactive learning environment facilitated by dedicated CHHRs committed to your success.

- Master the CHHR content outline
- Determine what HR Leader Model competencies you need to enhance throughout the ASHHRA annual conference
- Connect with a group of CHHR professionals who can help you prepare for the exam.

