



Ashley R. Fix
HR Business Partner

MEMORIAL Physicians PLLC
Yakima, WA

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- **What tips can you share on completing the scholarship/grant application? What's your best advice on the writing process?**

I believe the best advice for completing the scholarship/grant application is to write about what you are passionate about. Maybe not all of the sessions offered at the 49th ASHRA conference appeal to you or the position you hold within your organization. I would recommend focusing on the sessions you are enthusiastic about and that will truly enhance your career. Doing this, I believe you will be more interactive in your learning and be able to take more back to your organization and leadership team. I would also recommend letting your personality shine through! If you are upbeat, engaging, more focused or data driven... show that! Be true to who are and honest with what you would like to get out of attending this conference.

- **What was the best take-away from attending the annual conference?**

The best take-away from attending annual conference was the overall experience! I received this award with a little more than one year of experience in my HR career, and the opportunity to attend a national conference had not be an option until this scholarship/grant. My goal was to network, observe, and do as much as possible. I met numerous attendees, vendors, and speakers. I genuinely enjoyed listening to others perspectives and past experiences on various topics. It reiterated the fact that I am new, and I have much to learn, but I am headed in the right direction.

- **How did the scholarship/grant influence your health care HR career? How has your career changed since being receiving the award?**

I feel more confident and knowledgeable in myself and my career since receiving this award. My organization started its Baldrige Journey last year. Since attending the conference session dedicated to this topic – “A Roadmap to HR and Organizational Success – The Baldrige Journey” I feel confident and have better understanding of the process. Specially category five, which is workforce focused and is highly concentrated on employee engagement, satisfaction and the growth and development of a high performance work environment. I personally have been able to align with my organization's strategic goals by hosting our constructive culture courses for all new hires, and pulling specific data for our employee engagement surveys.