

Washington State Healthcare HR Association Fall Conference 2015

September 9 - Pre-Conference
September 10-11 - Conference

*Hilton Garden Inn
Yakima, Washington*



CONFERENCE HIGHLIGHTS

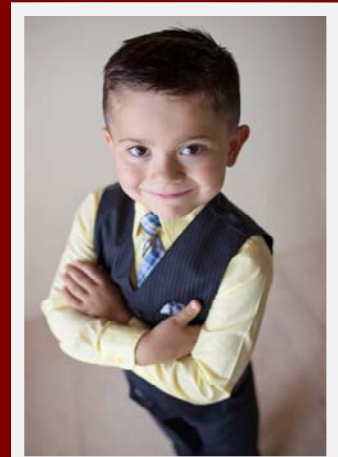
- EMOTIONAL INTELLIGENCE
- EMPLOYMENT-LABOR LAW COURT CASE UPDATE
- LEAN FOR HUMAN RESOURCES
- BENEFITS: GAME OR GAME OVER?
- LEADERSHIP DEVELOPMENT – 2 PART SESSION



Honor the Past



Live the Present



Create the Future

HRCI & SHRM Credits Pending

WSHHRA Fall Conference 2015

SCHEDULE

Wednesday, September 9, 2015

- 3:00 Hosted Wine Tasting Event
6:30 Hosted Welcome and Networking Social

Thursday, September 10, 2015

- 7:00—8:00 Breakfast
8:00—8:15 Welcome/Introductions
8:15—10:00 What it Takes to Create a Self-Aware Organization
10:00—10:30 Break/Business Partner Visit
10:30—12:00 Evolving Legal Challenges for HR: Employment-Labor Law Update
12:00—1:00 Lunch/Business Partner Visit
1:00—2:30 Demystified – Using A3 and Strategy Deployment in Human Resources
2:30—3:15 Business Partner Acknowledgements/Drawings
3:15—4:45 Benefits: Game or Game Over?
6:30—7:00 Reception
7:00 Dinner

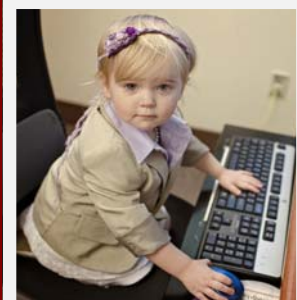
Friday, September 11, 2015

- 7:00—8:00 Breakfast
8:00—8:30 WSHHRA Business Meeting
8:30—10:00 Part 1 – Leadership Development: Leadership Mindset
10:00—10:15 Break/Checkout
10:15—12:00 Part 2 – Leadership Development: Leadership Tool Belt
12:00—12:30 Wrap up/Drawing Takeaways

WSHHRA Fall Conference 2015

Hilton Garden Inn
Yakima, Washington

Let's Get
Registered!



Washington State Healthcare Human Resources Association

Pre-Conference: *Wednesday, September 9, 2015*

Conference: *Thursday-Friday, September 10-11, 2015*

Register by August 18 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 Fall Conference 2015 registration fee.

Contact Chandra Rodriguez at crodriguez@samaritanhealthcare.com if you have questions about the conference.

REGISTRATION FORM

NAME _____

ADDRESS _____

CITY, STATE, ZIP _____

TITLE _____

ORGANIZATION _____

BUSINESS PHONE _____

EMAIL _____

- \$249 WSHHRA Members by August 18, 2015
- \$269 WSHHRA Members after August 18, 2015
- \$349 Non-members by August 18, 2015
- \$369 Non-members after August 18, 2015
- YES NO First time attendee?
- YES NO Attending Hosted Wine Tour? If Yes, # _____
- YES NO Attending Hosted Welcome? If Yes, # _____
- YES NO ATTENDING DINNER (Price of dinner included with Registration)
- \$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 Chandra Rodriguez.

Be sure to check out the Buddy Pass Package!

WSHHRA Fall Conference 2015

Meeting Location and Hotel Accommodation Information



HILTON GARDEN INN
401 E. Yakima Ave.
Yakima, WA 98901



Call to make reservations: (509) 454-1111

Group Name: *Healthcare Human Resource Association*

Group Code: *0909HR*

Reserve your room by **August 18, 2015** to receive the special rate of \$135 per night.



WSHHRA Buddy Pass Package

As a WSHHRA member and/or past conference attendee, do you know a human resources professional who hasn't attended a WSHHRA conference? Would you like to receive a discount on your conference registration as well as help facilitate a discount for a first-time attendee?

If you've answered yes to these questions, the Buddy Pass Package may be for you! If you are a current WSHHRA member/conference attendee and recruit a first-time conference attendee to join you at the upcoming 2015 WSHHRA Fall Conference in Yakima, you could receive a 10% discount on your conference registration and your first-time conference attendee friend could also receive a 10% discount on the conference registration.



CALL YOUR BUDDY TODAY!

To determine eligibility, submit your Buddy Pair information to Chandra Rodriguez at crodriguez@samaritanhealthcare.com.

WSHHRA Fall Conference 2015

Topic Summary, Presenter



Betsy Hawkins

What it Takes to Create a Self-Aware Organization

Summary: This presentation will provide specific strategies for developing emotional intelligence in an organization – and specifically for leaders. This program is interactive, thought provoking, and practical. You'll learn how to identify the fundamental aspects of emotional intelligence that is critical to a leader's success. Describe the role that an organization's culture plays on emotional intelligence in the workplace. Assess your organization's readiness to improve emotional intelligence in the workplace.

Presenter: Betsy Hawkins, with Silverhawk Solutions, Inc., is an engaging presenter with 25 years of public speaking experience. She has presented topics related to leadership, change management, emotional intelligence, conflict management, and team development. In addition to a consulting practice, Betsy has worked as the top level Human Resource leader for award winning acute care medical centers, a state-wide public university, as well as an internal Senior Human Resource consultant for a multi-state managed care organization. She graduated from Eastern Washington University with a B.A. in Health Services Administration and has a M.S. in Human Performance Technology from Boise State University. Her passion is to inspire positive change in leaders by creating clarity on their strengths and help them to discover beliefs that may get in their way to realizing their highest vision. She has credentials in the Leadership Circle (a leading edge leadership assessment tool), Emotional Intelligence assessment and training, and Kiersey Temperament Assessment.



Gil Sparks

Evolving Legal Challenges for HR: Employment-Labor Law Update

Summary: This presentation will review recent federal and state employment and labor law court cases with an emphasis on the practical implications for Human Resources professionals. In addition, the presenters will address potential new policies regarding limiting the use of marijuana in the workplace, updating definitions for exempt and non-exempt employees, along with the need for pregnancy and religious accommodations in the workplace. Participants will be provided the opportunity to present wide ranging questions related to effectively managing employee relations issues.

You'll gain a deeper understanding of the legal obligations to accommodate pregnant employees. Learn about the evolving requirements for accommodating varying religious beliefs and practices. Obtain an update on the status of the anticipated new Department of Labor regulations and definitions of exempt and non-exempt employees. Understand the National Labor Relations recent decisions in unfair labor practices cases expanding employees' rights.

Co-Presenter: Gil Sparks is Of Counsel in the Wenatchee office of Ogden Murphy Wallace and co-chair of the firm's Employment & Labor practice area. His practice emphasizes employment and labor law, primarily representing management clients. In addition to his legal experience, Gil has over fourteen years senior management experience as a Personnel Manager and Labor Negotiator and is certified as a Senior Professional in Human Resources by the Society for Human Resources Management. He has served in a number of executive positions, including vice president for an Alaskan engineering firm; personnel manager for a Montana engineering firm; and as a senior labor negotiator for a public utility in Arizona. In addition to his practice, Gil regularly presents employment and labor law seminars and training sessions to a variety of private and public employers. He serves as a lifetime member of the Board of Directors for the Apple Valley Human Resource Association. Gil was born in Albany, Oregon. He received his B.S. in Business from the University of Arizona in 1972 and worked towards his Masters Degree at the University of Montana. Gil received his J.D., *summa cum laude*, from the Seattle University School of law (f/k/a Puget Sound School of Law) in 1988, where he served on the Law Review.

Co-Presenter: Erin McCool is an Associate in the Wenatchee office of Ogden Murphy Wallace where her practice emphasizes general litigation, employment & labor law, and land use & water law. Prior to joining Ogden Murphy Wallace, Erin was a civil litigator in Portland, Oregon with The Law Offices of Daniel Snyder where she primarily focused on employment litigation and civil rights law. Before that, Erin clerked for the Honorable Rex Armstrong on the Oregon Court of Appeals. Erin is licensed to practice in Oregon and Washington. She graduated from the Marshall-Wythe School of Law at the College of William & Mary in Williamsburg, Virginia. During law school, Erin earned honors in Legal Skills, co-chaired the Public Service Fund, and was the Senior Articles Editor for the Journal of Environmental Law & Policy. She was awarded the 2005 Gambrell Professionalism Award by her law school. Erin received her undergraduate degree from the University of Virginia in Environmental Science. She lived in Belize for two years serving in the Peace Corps. She now serves on the board of Full Basket Belize, a non-profit organization that provides high school scholarships to Belizean students who could not otherwise afford an education.



Erin McCool

WSHHRA Fall Conference 2015

Topic Summary, Presenter



Carrie Youngblood

Demystified – Using A3 and Strategy Deployment in Human Resources

Summary: What would you do if you had to leave your vacancy open for three months before even thinking about filling it? Do you face a changing internal or external environment that may impact your talent? Is your workforce tied to your company's strategy? At Kittitas Valley Healthcare, we asked all these questions and found they were difficult to answer. This session will aim to demystify the use of A3 thinking and integrate HR into Strategy Deployment to make it an approachable system to solve recruitment, retention, and employee engagement issues. You'll learn how to insert A3 thinking into your recruiting structure. How to develop an HR visual system for leaders and frontline staff. How to get HR out of the office and engage leaders and front line staff in solving strategic staffing issues that impact turnover. How to integrate workforce strategy into the overall organizational strategy.

Presenter: Carrie Youngblood has been in recruitment and Human Resources for over 15 years working in a variety of industries ranging from tourism to local government and healthcare. She has worn many hats at Kittitas Valley Healthcare during their five year Lean journey, including Process Improvement Facilitator and most recently a hybrid position of Lean Practitioner and Talent Development. Carrie brings a unique twist of humor and realism to understanding problem solving using Lean philosophies.



Jason Gardiner

Benefits: Game or Game Over?

Summary: Human Resources is cornerstone for an organization's Employee Benefits Program. Maintaining current and relevant knowledge of this important HR function is essential relative to the financial aspect of its costs, and as importantly, to advantage your employees and their families. This session is designed with an engaging approach ensuring increased knowledge of employee benefits in a fun-filled gaming format. You'll learn about the newest regulations for ACA and its compliance, benefits administration, effective wellness programs, underwriting do's and don'ts, plan terminology, and more.

Presenter: Jason Gardiner is the Director of Business Development & Client Relationships and serves as a Consultant for Alliant Insurance Services, one of the nation's leading distributors of diversified insurance products and services. He joined Alliant in 2009. Prior to joining Alliant, he was the owner of JTG Financial, a financial services firm in Kirkland, Washington that specialized in commercial and residential lending. He has over 10 years of experience in the financial industry, specializing in contract negotiations and project management. Jason prides himself on his commitment to building long lasting relationships and working closely with his clients. He attended the University of Washington and donates much of his time to various charities throughout the Seattle area. Jason lives in Snoqualmie with his wife, Elizabeth, and their three children, Max, Ava, and Luke.



Michael Nash

Leadership Development: Leadership Mindset and Leadership Tool Belt

Summary: Part 1—Leadership Mindset. This important initial session is designed to challenge people into a higher-level leadership mindset while previewing the tools for creating a positive and professional work culture. The ability to see oneself as a leader and recognize the influence (both positive and negative) one has as a leader is a vital precursor to learning and owning important leadership skills and improving the organizational culture. Self-awareness and a commitment to personal growth are mandatory for effective leadership. Here we'll explore the building blocks of effective leadership, including issues related to organizational health, morale, self-awareness and personal growth, resistance versus buy-in, and more. You'll learn how to create a positive and professional workplace environment. The importance of employee morale, why it isn't "touchy-feely," and how to get it. Adaptive skills for managers. The art of personal growth. The top 15 management skills previewed. From "open door policy" to proactive connections and action planning for success.

Part 2—Leadership Tool Belt. Building upon Part 1, we'll explore some of the basic tools of effective management, including how to create a more positive workplace environment, collaborative decision-making, and giving/receiving feedback, with the goal of building buy-in, engagement, and morale. You'll learn how to give feedback effectively and receive feedback non-defensively. "If you can't say something nice..."-combat negativity in the workplace. Collaborative decision-making skills for leaders.

Presenter: Michael Nash is the President of Nash Consulting, Inc. Michael has his B.A. in Social Work from the University of Washington and M.A. in Applied Behavioral Sciences with an emphasis on Organizational Development Consulting. He brings 25 years of direct management experience. Michael also brings 18 years of experience in assisting organizations in achieving excellence by focusing on role clarity, management skills, organizational health, communication, diagnostics and problem solving, personal employee development, organizational structure issues, leadership training, and more. Michael enjoys cross country skiing, hiking, and live music in his home town of Leavenworth, Washington.