

HHRAM, Inc.
c/o Lois Slick
600 Main Avenue South
Baudette, Minnesota 56623

2017 HHRAM Fall Conference
September 27-29, 2017



Healthcare Changes: From Surviving to Thriving!



2017 HHRAM FALL CONFERENCE

September 27-29, 2017

Sugar Lake Lodge
Grand Rapids, MN



HHRAM, Inc. is the official chapter of the American Society of Healthcare Human Resources Administration (ASHHRA).

HHRAM, Inc. is comprised of more than 200 healthcare HR professionals from across the state of Minnesota. All types of healthcare organizations (hospitals, clinics, long-term care and assisted living centers) are represented. As part of HHRAM's educational commitment to its members, we offer two conferences each year. We encourage you to attend the conference outlined in this brochure.

The **American Society for Healthcare Human Resources Administration (ASHHRA)** of the American Hospital Association (AHA) is the nation's only membership organization exclusively dedicated to meeting the professional needs of human resources leaders in healthcare.



HR Delivery – “Reach Beyond the Expected”

Select sessions with this symbol when you are seeking information on the integration of the “people” side of healthcare with organizational business structure.



Healthcare Business Knowledge – “Embrace New Learning”

Select sessions with this symbol when you want to demonstrate cross-function capability, healthcare knowledge, and strategic vision for your organization.



People Strategies – “Lead with Your Heart”

Select sessions with this symbol when your goal is to create and implement models and structures that support a high-performance culture of care for employees.



Community Citizenship – “Raise Your Voice”

Select sessions with this symbol to better connect employers with employees and link both to customers and communities.



Personal Leadership – “Exemplify Excellence”

Select sessions with this symbol when you accept the personal challenge to hold yourself to a higher standard than expected by others and serve as a model for excellence.

Look for these symbols describing each presentation's core competency, as part of ASHHRA's HR Leader model.

Mission

Our mission is to develop excellence in healthcare Human Resource Professionals. HHRAM, Inc. is the official chapter of the American Society of Healthcare human Resources Administration (ASHHRA), the HR “arm” of the American Hospital Association (AHA).

Vision

HHRAM will be the professional association of choice for healthcare Human Resource Professionals, supporting the members through advocacy, innovation, collaboration, partnership, education and networking.

HHRAM

For over 35 years, HHRAM has been dedicated to providing stimulating education, invaluable networking, and comprehensive compensation and benefit resources to hundreds of healthcare professionals.

Whether you're new to the healthcare industry or are a seasoned professional, there's a place for you at HHRAM. Looking for advice? Perhaps a new career opportunity? Opportunities to network, collaborate, and learn are available throughout the year! Visit www.hhram.org for more details on the many benefits available to members of HHRAM.

Please contact Lois Slick, HHRAM President, at loisslick@catholichealth.net if you are interested in getting involved with the HHRAM organization. There may be an opportunity waiting for you!

Connect
with
HHRAM!



[linkedin.com/groups/4147657](https://www.linkedin.com/groups/4147657)



[facebook.com/HHRAMinc](https://www.facebook.com/HHRAMinc)

2017 HHRAM Executive Officers

President:

Lois Slick, MBA
HR Director
CHI LakeWood Health
218-634-3403

Treasurer:

Chrissy Draper
HR Assistant
CHI LakeWood Health
218-634-3487

President Elect:

Shannon Demgen, PHR, SHRM-CP
Sr. HR Generalist & Compensation Analyst,
Minnesota Gastroenterology
612-870-5569

Secretary:

Jennifer Gryte, PHR, SHRM-CP
HR Director,
Minnesota Gastroenterology
612-870-5862

FALL CONFERENCE SCHOLARSHIP

HHRAM will once again provide one (individual) HHRAM Member with a scholarship to attend the 2017 Fall HHRAM Conference at Sugar Lake Lodge in Grand Rapids, MN on September 27-29th. The scholarship includes one free conference registration.

Applicants must show financial need for the scholarship, and must be an active HHRAM member (*if not a member, join now!*). Applicants must be planning to attend the conference. Consideration will be given to those who are new to the field of healthcare human resources, as well as those who are first-time conference attendees. Recipients will share their knowledge gained at the conference by preparing a one-page summary to be published in HHRAM's next newsletter.

At this time, attendees that have their conference fees paid by their employer, organizations, and consultants or non-practitioners are not eligible for the conference scholarship.

To Apply for Scholarship

Application: Complete the scholarship application, which can be found at www.hhram.org/events-conferences

Due Date: **September 1, 2017**

Submission: Send the completed application, along with a professional resume and any supporting documentation to Stephanie Leach, HHRAM Scholarship Coordinator, at sleach@slpeds.com

Entertainment


Please join us for a "Murder Mystery Dinner Theater" on Wednesday, September 27th following the President's reception beginning at 5:00pm.



CONFERENCE SCHEDULE

Day 1

Wednesday, September 27th

10:30 – 11:30am	Registration	
11:00 – 11:30am	New Member Orientation <i>Stephanie Leach</i>	
11:30 – 11:45am	Welcome to Conference <i>Lois Slick, Chrissy Draper, Heidi Powell</i>	
11:45 – 12:00pm	Survivor Icebreaker	
12:00pm	Lunch	
1:00 – 2:30pm	Never Give Up – The Survivor Way <i>Keynote Speaker – Holly Hoffman</i>	
2:30 – 3:00pm	Break/Check-In	
3:00 – 4:00pm	Breakout by Facility Type Hospital/Long Term Care, ASC/Clinic, Physician Practice	
4:00 – 4:30pm	United Way – Philanthropy 350 NW 1 st Ave, Suite A Grand Rapids, MN 55744 218.999.7570	 
4:30 – 5:00pm	Business Partner Introductions	
5:00 – 8:00pm	President's Reception Murder Mystery Dinner Theater	

CONFERENCE SCHEDULE Day 2

Thursday, September 28th

7:00 – 8:00am	Breakfast / Visit Business Partners	
8:00 – 9:30am	Leadership for Today and Tomorrow.. Beyond Surviving <i>Keynote Speaker – Mike McKinley</i>	
9:30 – 10:00am	Break / Visit Business Partners	
10:00 – 11:00am	Cultural Management, Organizational Development & Effectiveness <i>Michael Stewart, Work Effects</i>	
11:00 – 12:00pm	Talent Strategy Workshop <i>Career Builder</i>	
12:00 – 1:00pm	Lunch with Business Partners	
1:00 – 2:00pm	“Open Mike” - ACA Panel Discussion <i>CHI, Marsh & McLennan, OneDigital, Polsinelli</i>	
2:00 – 2:30pm	Break/Survivor Contest with Business Partners	
2:30 – 3:15pm	Change Management – Tools & Workout <i>Vicki Fulton, CHI LakeWood Health</i>	
3:15 - 4:15pm	Labor Relations <i>Mark Nelson, Polsinelli</i>	
4:15 - 4:30pm	Drawings	
4:30 – 6:30pm	Golfing with Business Partners Pontoon Rides with Business Partners	
6:30 – 9:00pm	Heavy Appetizers (Otis Bar & Grill) Campfire/Story Teller	

REGISTRATION

Conference Registration Deadline: September 8th, 2017

Cancellations received after September 8th are non-refundable

Early Bird Registration: **HHRAM Member: \$275/attendee**
Non-Member: \$350/attendee

After September 8th: **HHRAM Member: \$325/attendee**
Non-Member: \$400/attendee

Conference fee pays for educational sessions, meals, and entertainment.

If you have questions, contact:

Lois Slick (loisslick@catholichealth.net)

Christina Draper (Christinadraper@catholichealth.net)

Heidi Powell (Hpowell@bigforkvalley.org)

How to Register

ONLINE: Visit www.hhram.org/events-conferences and click on the link to register

MAIL: Send registration form below and check made payable to **HHRAM, Inc. to:**
W. 175 N11117 Stonewood Drive, Suite 204
Germantown, WI 53022

Name: _____

Title: _____

Organization: _____

Address: _____

Work Phone: _____ **Cell Phone:** _____

E-Mail Address: _____

Registration:

\$_____ Early bird (member) \$_____ Regular rate (member)

\$_____ Early bird (non-member) \$_____ Regular rate (non-member)

\$ _____ Murder/Mystery Dinner **Guest \$30**

Will you be golfing? __Yes __No **OR** Will you be going for a Pontoon ride? __Yes __No

President's Reception Dinner Choice: _____ Chicken Parmesan _____ Sirloin Steak

HOTEL INFORMATION



Sugar Lake Lodge
37584 Otis Lane
Cohasset, Minnesota 55721

Room Rates:

Studio Villa \$ 99 / night

Lodge Room \$119

Lodge Suite \$179

2-Bdrm Villa \$199

Room reservation deadline: September 8, 2017

Book your room online:

go to www.hhram.org/events-conferences
and click on the "Book your group rate" link

Or call 800-450-4555

(be sure to ask for the HHRAM Fall Conference room rate)

For more information about the hotel, visit:

<http://www.sugarlakelodge.com/>

CONFERENCE SCHEDULE

Day 3

Friday, September 29th

8:00 – 9:00am	Breakfast HHRAM Business Meeting	
9:00 – 10:00am	Learned Optimism <i>Jennifer Conrad, Vital Work Life</i>	
10:00 – 10:15am	Break	
10:15 – 12:00pm	Legal Update <i>Grant Collins, Felhaber Larson Law Firm</i>	
12:00pm	Conference Closing & Meeting Adjourn	

*This program has been submitted to the
HR Certification Institute (HRCI) for review.*



KEYNOTE SPEAKERS



Holly Hoffman

Inspirational & Motivational Speaker
Author "Your Winner Within"



"Nobody can go back and start a new beginning, but anyone can start today and make a new ending." —Holly Hoffman from *Your Winner Within*

Born and raised in Eureka, South Dakota, Holly Hoffman was the last remaining member of the Espada Tribe and the last woman standing on Season 21 of CBS' hit reality show "Survivor Nicaragua". Through that experience, and others throughout her life, Holly was inspired to share her message of positivity, determination and confidence with business leaders, teachers, and students across the nation.

A professional motivational speaker and the author of *Your Winner Within*, Holly acknowledges that life is made up of challenges, and we are oftentimes faced with situations that seem insurmountable. But within each of us is an ability to focus our thoughts, emotions, and energy to succeed—if only we have the knowledge, tools, and discipline to do so.

Holly's writing and speaking not only offer encouragement and optimism but a roadmap for self discovery and spiritual enlightenment. Her methods—the ones she uses everyday in her own life—are intuitive, honest, and adaptable to nearly any situation. Readers and audience members alike walk away inspired to light the fire of successful living within themselves.

Today, Holly is a member of the National Speaker's Association and travels across the country, speaking to schools and universities, healthcare organizations, women's organizations, community leaders and business professionals. In her six years of speaking, she has traveled to 23 states and over 150 high schools. Holly inspires her audiences to take opportunities and focus on attitude, determination, confidence, desire, faith, and perseverance.

SESSION SPEAKERS



Michael Stewart

Managing Director
Work Effects

*Culture Management, Organizational
Development & Effectiveness*

Michael Stewart, for the past 25 years, has consulted to hundreds of organizations ranging from the Fortune 50 to small non-profits. He is known for data driven solutions that appeal to the strategic CEO, the strategic Human Resources leader, and the practitioner.

Michael Stewart's team of Ph.D. consultants and industry leaders has conducted hundreds of executive leadership programs, coaching engagements, training courses and delivered more than 4.5 million surveys working with organizations in more than 90 countries. His holistic approach aligns the leadership and culture of an organization to better execute their strategic intent.



Grant Collins

Labor & Employment Shareholder
Felhaber Larson Law Firm

Legal Update

Grant Collins practices in both employment law and traditional labor law. On the employment side, he defends complex wage-and-hour lawsuits, including resisting class certification, and advises clients on issues of termination, severance, and compliance. Grant's traditional labor practice involves advising clients on a variety of labor-related issues, including the recent phenomenon of employee social media use, responding to unfair labor practice charges, and handling grievance arbitrations.

Grant stays current on labor and employment law by serving as co-editor of Minnesota Employment Law Report, an up-to-the-minute blog on the latest developments in labor and employment law in Minnesota and throughout the country. Through this work and his professional experience, he is a frequent commentator in the news media on labor and employment cases.

SESSION SPEAKERS



Mark Nelson

Attorney At Law
Polsinelli

*Labor Relations &
ACA Panel Discussion*

Mark Nelson thrives on crafting legal strategies that are grounded in each client's business objectives. In his more than 30-year career, he has represented management in labor relations and employment discrimination issues and has extensive experience representing employers in a wide variety of labor matters including union avoidance, union organizing campaigns, contract negotiations, labor disputes, and unfair labor practice and arbitration proceedings

Mark also provides counsel regarding contract administration and interpretation to clients who have collective bargaining relationships, as well as clients who wish to avoid them. Throughout his career, he has represented a significant number of health care providers and manufacturing, service, and government contracting companies. Additionally, he has represented employers in matters before state and federal agencies and courts on virtually all types of discrimination claims, retaliatory discharge suits, breach of contract actions, and wage and hour cases, among others

Ryan McArton, J.D.

Sr. Advisor of Regulatory Affairs
McArton Law Office
Marsh & McLennan

ACA Panel Discussion



Ryan McArton provides knowledge and guidance on employee benefits and health care reform regulatory issues to Marsh & McLennan Agency clients and teams. He combines his insurance and legal know-how to help clients make sense of compliance issues as well as state and federal employee benefit regulations.

Ryan brings value internally and externally by applying his practical business and legal experience to the rapidly developing world of employer-sponsored health and welfare plans to develop practical solutions.

Formally a practicing attorney, Ryan is a member of the Minnesota State Bar Assoc.

KEYNOTE SPEAKERS



Mike McKinley

CSP, CPAE, Midwesterner
Speaker/Author

**Transforming Today's Challenges
into Tomorrow's Business!**

Mike has the experience and expertise that people in business need to succeed from his history as a teenage entrepreneur which led to leadership positions in manufacturing, retail, radio, television, and ownership of a multimillion dollar publishing house, professional speaking, and consulting business. **Mike helps people recognize the challenges to success, open their minds to new ideas and current methods, and helps business maximize performance and profitability.**

Hired for the fun but paid for the content, Mike entertains while he teaches – presenting as a keynote speaker. Many clients have Mike return multiple times for their organizations. Hundreds of companies – from construction to healthcare, high technology to the auto industry- have relied on Mike for insight into furthering today's business growth, innovation, and success.

Mike's performance ingredients (topics) include Change, The Customer Journey, Maximizing Performance, Teamwork, Leadership, Motivation, and Balancing Work & Home. Working with Mike's consulting clients and his vast array of businesses gives him a breadth of real life experience and business expertise on which to draw when he shares his ideas and performs for large audiences, individuals, management teams and boards of directors across the country.

Education and training on the customer journey, partnership advocacy, generational and diversity issues, leadership and day-to-day business operations is the heart and soul of Mike's presentation. It's time to think fresh thoughts and seek new perspectives. Mike uses real life photos for fun and humor yet ties them into serious points about life and changing business creating the easy learning transition. He works to share his message of maximizing performance and **enjoying the ride!**

SESSION SPEAKERS



Jennifer Conrad

Senior Consultant
Vital Work Life

Learned Optimism

Jennifer is a Senior Consultant and former employee for VITAL WorkLife. Jennifer is currently employed as a Strategic Learning Consultant with Capella University and serves health care organizations with over 20,000 employees. During her 6 years with VITAL WorkLife, she consulted with mid-to-large health care systems, hospitals and clinics in the areas of physician well being and resiliency, employee engagement and leadership development.

Jennifer started her career in medical publishing calling on academic medical institutions for Lippincott Williams & Wilkins and as a marketing manager for the medical student market. She spent 9 years in the pharmaceutical industry for Abbott Laboratories and AstraZeneca in the neuroscience field. She has volunteered as a Career Coach with Dress for Success and is a Juried Artist Member of Studio Art Quilt Association.

Jennifer has provided consulting and training on topics such as Intergenerational Teams Work, Thriving in the Wake of Change, Reducing stress and Development Resiliency, and Achieving Work/Life Balance. Jennifer has her Communications degree from Metropolitan State University and is working towards a Masters degree in Organizational Development at Capella University.

Vicki Fulton

Performance Excellence
CHI LakeWood Health

Talent Strategy Workshop



Vicki currently works as the Clinical Informaticist, Quality Coordinator and Performance Excellence Coordinator at CHI LakeWood Health, a critical access hospital in rural Northern Minnesota. A nurse by trade, she provides clinical expertise in each of her three roles. She received Change Acceleration Process (CAP) training with her Performance Excellence role and as the SafetyFirst Lead, brings with her tools and techniques to improve and focus communication in meetings, projects and processes. Vicki works to develop these tools in all aspects of life and volunteers in her small town community. She loves to travel to warm and exotic locations with her husband of 24 years.

SESSION SPEAKERS

David Nelson

President
CHI St. Francis Health

ACA Panel Discussion



David currently serves as the President at CHI St. Francis Health in Breckenridge, MN. St. Francis consists of a 25-bed critical access hospital, 80 long term care beds, 20 senior housing apartments, urgent care clinic, outpatient mental health clinic, and Milnor clinic (rural clinic located in Milnor ND). David is experienced in many areas of healthcare including Acute, Long Term, and Public Health. He has been in the Health Care Industry for almost 40 years. David is also very involved in State Legislation and often makes several trips to the Capitol in St. Paul as well as Washington D.C. to lobby for healthcare changes.



Al Hofstede

Managing Principal
OneDigital

ACA Panel Discussion

Al is a Managing Principal at OneDigital's office in Minneapolis. He has over a decade of experience within the insurance industry. Al enjoys working in the insurance industry because he can assist employers and individuals with a large, yet valuable, expense by providing them with clarity and confidence in their decision making process. He enjoys his job because he is changing the way the industry functions day by day, client by client. Al attended the University of St. Thomas and received a degree in Political Science & Business.

Talent Strategy Workshop:

*Real World Ideas on How to Utilize Data to
Drive Your Talent Strategy Acquisition Strategy*



Talent acquisition leaders, managers and recruiters are no strangers to the challenges of recruiting skilled talent in today's uber-competitive market. A- Players are in exceptionally high demand, so you can't afford not to take advantage of data to enable you to recruit better and faster than ever before. This workshop will provide a deeper dive into how attendees can use recruitment data to their advantage to improve their recruitment processes and land the best talent. Attendees will be provided with sample data packets to facilitate an active discussion and provide an interactive experience with their industry peers.