

Healthcare Human Resources Association of Minnesota - An Affiliated Chapter of ASHHRA - American Society for Healthcare Human Resources Administration & American Hospital Association

Fall 2016

Letter from the President

By Shannon Demgen

President's Letter

I absolutely love fall! The leaves are turning beautiful colors and it doesn't get much better than a bonfire on a cool night. I'm also excited for the HHRAM fall conference that is less than 3 weeks away. The theme is Things Leaders Do, Things Leaders Say. Andy Masters is one of the keynote speakers and he is the author of "Things Leaders Say, A Daily Guide to Help Every Leader Empower & Inspire." He will entertain us with lessons from Hollywood and I look forward to take-away items to help empower the leaders in my organization.

One reason I find the HHRAM fall conference so beneficial is the ability to connect and network with all of you. Thank you to Jennifer Gryte, Lois Slick and Chrissy Draper for the time and effort they have put into planning the fall conference. They have been busy making sure we have great educational sessions as well as fun and engaging networking events. Thursday evening will be Halloween Bowling. It's your chance to connect with other healthcare HR professionals, have fun and win fabulous prizes in the costume contest.

Seven members of the HHRAM board traveled to Grapevine, Texas in September for the ASHHRA Annual Conference. The conference theme was Nurturing Engagement In Shifting Landscapes. We have included some conference highlights in this newsletter.

Elections for the 2017 HHRAM Board will be in November. We have the Secretary position open next year. The Secretary is responsible for putting together the agenda for all board and business meetings as well as attending and taking minutes at the monthly board meetings. If you have any questions or are interested in getting more involved with HHRAM, please contact me at sdemgen@mngastro.com.

I hope to see you October 26th in Red Wing!
Shannon

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HHRAM Members at Dallas Cowboys Stadium for the ASHHRA Conference



**Pictured left to right:
Chrissy Draper, Jennifer Gryte, Sarah Fredrickson, Becky Rauen, Lois Slick and Shannon Demgen**

Treasurer's Report

HHRAM remains in good financial standings YTD for the 2016 calendar year.

The current checking account balance as of August 31, 2016 is \$54,774.15 and we have \$42,393.02 in CDs.

Income	Budget 2016	Actual YTD thru 8/31/2016
Investment Income	\$ 300	\$ 34.92
ASHHRA Chapter Awards	\$ 1,000	\$
Program Income (Salary Survey Review Sharing)	\$ 7,000	\$
Membership Dues	\$ 12,000	\$ 12,300
Conference Income – Spring 2016	\$ 21,000	\$ 38,045
Conference Income – Fall 2016	\$ 32,000	\$ 4,355
Total	\$ 73,300	\$ 54,734
Expenses		
Chapter Relations (ASHHRA conference & ASHHRA Memberships)	\$ 7,500	\$ 4,043.40
Conference Expenses (Spring)	\$ 18,000	\$ 10,316
Conference Expense (Fall)	\$ 30,000	\$ 1,344
Contracted Services – Accounting & Mgmt	\$ 6,500	\$ 6,628
Monthly Operations (Fees, Postage, Printing, Phone, Supplies, D&O Liability)	\$ 2,990	\$ 2,170
Scholarships (2 education, 1 ASHHRA, 2 HHRAM)	\$ 3,800	\$ 300
Website Maintenance	\$ 300	\$ 1,146
Board Meeting Expense	\$ 2,500	\$ 702
Misc. – Collaborative, Education, Philanthropic, Donations, Regional Meetings	\$	\$ 425
Total	\$ 71,590	\$ 26,628

ASHHRA 52nd Annual Conference

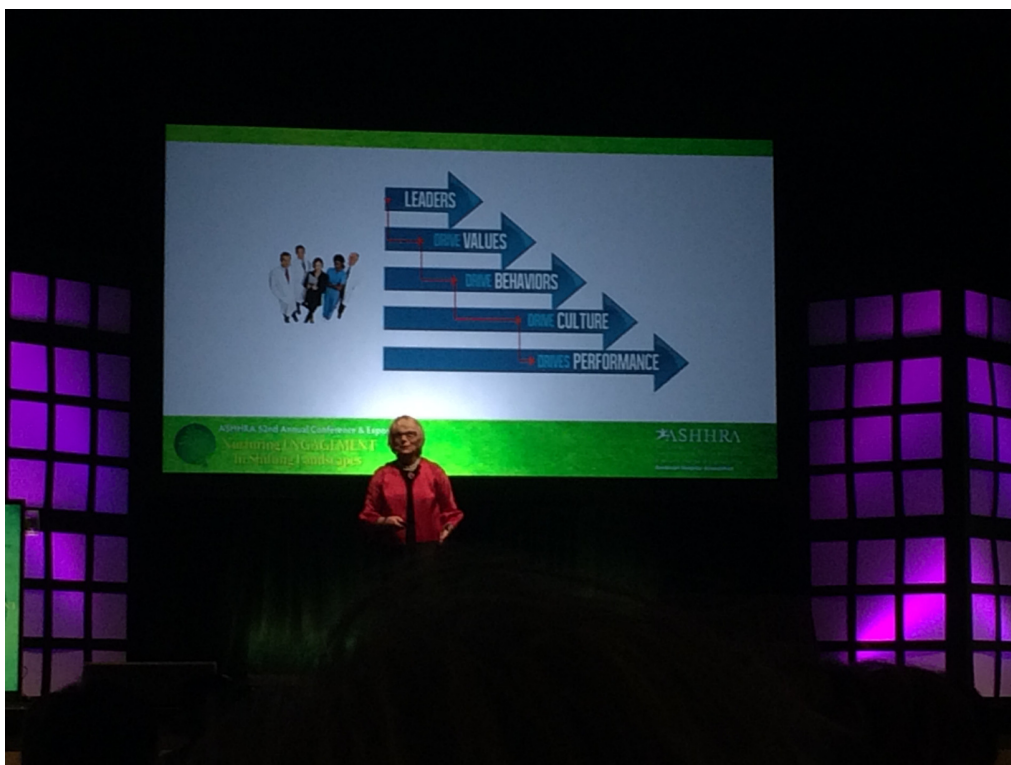
By Chrissy Draper

This year's 2016 ASHHRA Annual Conference was held in Grapevine Texas on Sept 24-27, 2016. The agenda was packed full of great education. For those early risers, Yoga was offered to get a jump start on your day. Kicking off the opening ceremonies was keynote Speaker Ann Rhoades. Ann spoke on how to engage & create a values-based culture, building those values so front line staff all the way to senior administration understand & feel comfortable carrying those values out. Employers who create those values-based cultures can become higher performers and have better employee satisfaction.

One of my favorite speakers, Cy Wakeman, engaged many people on the topic of Hardwiring Accountability into your Work place and Coaching for Great Performance. How does a company turn excuses into results and take accountability for their own success? Cy has five rules to achieve those goals. 1) Don't hope to be lucky. Choose to be happy. 2) Ditch the drama 3) Buy-in is not optional. Your action, not opinion, adds value. 4) Change is opportunity 5) Succeed anyway.

Kevin Carroll acclaimed author of Rules of the Red Rubber Ball closed the conference by speaking on how everyone loves to play. We can take this play into the work place to create meaningful business & personal growth. His personal story started in Philadelphia where he was raised by his grandparents. He noticed one day that while playing with a red rubber ball all by himself he had kids asking if they could play with him. In adult hood he traveled the world giving out red rubber balls which sparked conversations and interactions.

Last but not least, I can't believe all the opportunities one has to network with other HR professionals, between the classes during the day and the night events. It is beneficial and interesting to get information from your colleagues. It truly is an opportunity I encourage everyone to experience. Next year's conference will be September 16-19, 2017 in Seattle, Washington. HHRAM offers an ASHHRA Annual Conference Scholarship to provide financial funding to attend. Visit the HHRAM website to obtain a scholarship application.



Keynote Speaker Ann Rhoades on Building a Values-Based Organization

ASHHRA Awards

HHRAM received the **4 Star Chapter Management Award** from ASHHRA at the annual conference in September. The ASHHRA Chapter Management Award recognizes ASHHRA affiliated chapters for their significant achievements throughout the course of the planned year in promoting effective chapter management, encouraging the advancement of HR leadership in all of our healthcare organizations and supporting current HR professionals within chapters as they enhance their skills and reach new competencies. The 4 star is the highest level award. Thank you to **Jennifer Gryte** for pulling together all that HHRAM accomplished in 2015 to submit for the Chapter Management Award.



Nate Hamilton was awarded the *Outstanding Chapter Officer Award* for the significant contribution he made as the 2015 HHRAM President. Nate focused his attention on building a strong HHRAM board and through his leadership the HHRAM board accomplished 5 strategic goals in 2015.

Danielle Boldon received the *Outstanding Chapter Achievement Award*. This award recognizes an HR professional whose significant contributions advance the healthcare human resources profession. As the HHRAM Marketing Director in 2015, Danielle brought her creative and technological knowledge to HHRAM. She created a fresh appearance to the HHRAM website and implemented our conference app.

Congratulations to Nate and Danielle!

HHRAM Education Scholarship

Are you considering going back to school for a graduate degree? Are you planning on completing the PHR/SPHR or SHRM-CP or SHRM-SCP certification? Is your child pursuing a undergraduate degree for a career in healthcare and/or healthcare human resources?

HHRAM offers two scholarships each calendar year to encourage undergraduate and graduate level academic pursuits for a career in healthcare and/or healthcare human resources. Scholarship awards are \$1,000 per individual per year, and may be used to pay for tuition, books, supplies, certification test and fees associated with academic pursuits in healthcare and/or healthcare human resources. We unfortunately did not have any applicants for this scholarship in 2016. The Spring Term scholarship application deadline is approaching on November 1, 2017. Visit the HHRAM website to obtain the scholarship application form.

