

BRAVING
THE WINDS OF CHANGE
in
HEALTHCARE HUMAN RESOURCES



When You Can't Change the Direction of the Wind – Adjust Your Sails
H. Jackson Brown, Jr.

Tri-State Healthcare Human Resources Conference
Marriott Myrtle Beach Resort & Spa at Grande Dunes

August 30 - September 1, 2017

Presented by:
VaSHHRA, SCHHRA and NCHHRA



General Information

Credit Awarded!

Receive 12 hours of credit for attending our entire conference !



HRCI has awarded 10.5 hours of General Credit and 1.50 hours of Business Credit.

ASHHRA has approved our conference for 12 hours toward CHHR recertification.

SHRM has approved 12 PDCs toward SHRM-CP and SHRM-SCP recertification.

Register By August 1 and Save Money!

For a very modest fee and within driving distance, you receive the benefits of a national conference including:

- Recertification credit hours;
- Most meals are included in the registration fee, including a new networking lunch on Wednesday;
- Top notch speakers and interactive sessions;
- The opportunity to expand your professional network. Join colleagues in similar jobs from a 3-state area, and meet industry experts (Business Partners) from all over the country.

To register on line, click the following link or paste it in your browser: <https://kingevents.org/tri-state-conference-registration/> or you may complete and return the form on page 10.



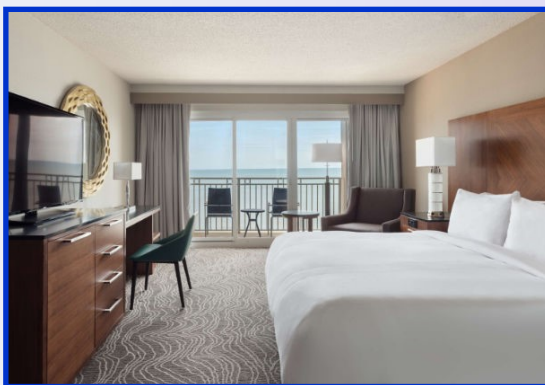
If you need special assistance in order to attend this conference, please let us know by August 1.

Hotel Accommodations

Our host hotel, Marriott Myrtle Beach Resort and Spa at Grande Dunes, 8400 Costa Verde Drive, has had a \$14 million makeover since our last conference. Sleeping rooms feature new furniture, artwork, linens, carpeting, and 50-inch smart TVs. Renovated bathrooms now have walk-in showers.

This top-rated resort is convenient to major attractions, yet tucked away from the hustle and bustle of the Grand Strand. Amenities include a spa, fitness center and indoor and outdoor pools.

The conference rate of \$159 is about half of currently published late summer rates! Resort fees have also been waived (if your reservation reflects this fee, it will be removed when you check in). Why not enjoy a late summer outing with your family and take advantage of a tremendous hotel at a tremendous value! Rooms are available **exclusively for registered attendees and business partners** on a first come, first served basis and may be obtained by following this link: [Book your group rate for NC Healthcare Human Resources -Tri-State Conference](#) or by faxing the hotel form on page 11. *Please note: if our contracted block is not met, our chapters are liable for penalties so please make sure your reservation is in our block.*



Helpful Information

- For information about the many activities available in the area including golf, tennis, Brookgreen Gardens, fishing, shopping and dining reservations, call 843-449-8880 and ask for the concierge.
- For spa reservations, call 843-692-3730. Mention our conference when you book your service and receive a **20% discount**.
- Suggested dress for the meeting is Business Casual. Bring a jacket or sweater due to temperature fluctuation in the hotel. For the Wednesday reception and dinner resort casual is appropriate.

Scholarships

There are limited scholarships available to assist eligible chapter members without the financial means to attend the Tri-State Conference. Scholarships cover registration and hotel costs.

If you are interested, please contact the chapter presidents for more information about eligibility requirements and the application process.

Links to Tri-State Chapter websites:

<http://www.nchhra.org/>

<https://www.vashhra.org>

<https://www.scha.org/pmgs/sc-healthcare-human-resources-association-schhra>

Direct Questions to:

Meetings & Events
Phone: 704/847-8229
Jayne@Kingevents.org
Fax: 704/814-9264

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*Conference Planning Committee



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Human Resources Association

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Beth Beswick, FACHE*
Vice President, HR and Public Relations
Carteret County General Hospital
bbeswick@ccgh.org

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Director of Human Resources
Davis Regional Medical Center
christine.mckenzie@davisregional.com

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awest@crhealthcare.org

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Benefits Specialist
Cone Health
Gwynne.warren@conehealth.com

Secretary

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Human Resources Manager
Nash Health Care
llharrell@nhcs.org

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Polly Weese
Human Resources Manager
Highsmith Rainey Specialty Hospital
vpweese@capecfearvalley.com



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Human Resources Director
New Horizon Family Health Services
nbonge@newhorizonfhs.org

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System Vice President, Human Resources
Palmetto Health
rob.brinkerhoff@palmettohealth.org

Past President

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Director of Human Resources
Shriners Hospitals for Children
wtisdale@shrinenet.org

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Director of Human Resources
Roper St. Francis
andrea.clements@rsfh.com

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AnMed Health
rick.grooms@anmedhealth.org

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Benefits Specialist
Lutheran Homes of SC
cmoody@lhomes.org



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Human Resources Business Partner
Centra Health
jeanne.clark@centrahealth.com

President-Elect

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Pulmonary Associates of Richmond, Inc.
cgillard@paracess.com

Past President

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Chief Administrative Officer
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reevesk@fauquierhealth.org

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Terri Stevens, CHHR, PHR*
Director of Compensation, HRIS and Work-
force Planning
UVA Medical Center
TEstevens@virginia.edu

Secretary

Cathy Evans
Manager, HRIS/HR Operations
Centra Health
cathy.evans@centrahealth.com

Community Outreach

Our chapters endeavor to contribute to the wellbeing of others by sponsoring a drive in conjunction with our conference. Please bring your toiletry donations to the registration desk during the conference. These will be taken to Street Reach Ministries, a homeless shelter in Myrtle Beach.

Please consider making donations to the following organizations on behalf of your chapter. Additionally, we will raffle off a Tri-State basket with products from the Carolinas and Virginia. Proceeds will be shared among these organizations.

VaSHHRA - Powhatan Youth Wrestling and Community Development Corporation

In memory of Virginia State Police Special Agent Michael Walker who was killed in the line of duty in May of 2017. Walker founded the organization which is dedicated to promoting, fostering and mentoring kids to become solid citizens and future leaders.
<http://www.blackhawkva.com/>



NCHHRA - Haven House Services

Haven House Services is a non-profit agency that changes outcomes for struggling youth and their families, working with families, schools, government agencies, the courts and other organizations to help kids find their way to a positive, productive life. Visit www.havenhouseenc.org.



SCHHRA - March of Dimes

The mission of the March of Dimes is to help moms have full-term pregnancies and research the problems that threaten the health of babies. It also acts globally; sharing best practices in perinatal health and helping improve birth outcomes where the needs are most urgent. Visit: <http://www.marchofdimes.org/>



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Conference Agenda

Wednesday, August 30

8:00-10 a.m.	Breakfast/Chapter Executive Committee Meetings
11:00 a.m.	Exhibits Open/Registration Open
11:00 a.m.-12:25 p.m.	Buffet Lunch in Exhibit Hall - <i>new event!</i>
12:25-12:35 p.m.	Welcome/Opening Remarks
12:35-1:35 p.m.	<p>Braving the Winds of Change...Are You Change-Resistant or Change-Ready? Cathy Newton, Speaker, Author, Educator, Former NFL Cheerleader <i>This interactive presentation will help you confront your own biases toward change. You will learn proactive methods to support others in shifting change-resistance to change-readiness as well as personal strategies to correct and attune your own mindset.</i></p> <p>Learning Objectives:</p> <ul style="list-style-type: none">• Recognize the signs of change-resistance and understand why people resist change• Develop influence and execute strategies that will help others take the risk to change• Identify techniques to help you focus on benefits, skills and the attitude needed for change-readiness
1:40-2:55 p.m.	<p>Breakout Session 1: <i>(Please choose A or B)</i> (A) Leading Effective Policy Change: Cone Health's Attendance Policy Transformation Ellen Pancoast, PHR, SHRM-CP, Executive Director, Employee Experience Beth Wierzbicki, PHR, SHRM-CP, Employee Partnership Manager Kristy Celis, MHA, PHR, SHRM-CP, Employee Partnership Manager Cone Health <i>Attendance is a hot topic in healthcare and one that affects employees at all levels. The key to a successful policy change, particularly one that elicits strong reactions and opinions, is to put aside any bias you may have and engage leaders in the process (yes, even those "frequent offenders"). It also involves listening with the intent to incorporate feedback received. Communication about both the changes and the process is critical to a successful rollout and positive feedback. This presentation is a case study of how Cone Health implemented a new policy to fit its values and culture based on the feedback received, while still including accountability. When the final product rolled out, it received nothing but positive feedback — everyone acknowledged that they had been heard.</i></p> <p>Learning Objectives</p> <ul style="list-style-type: none">• Understand how to view policy change in a positive way• Determine the best process and path for your organization• Discuss the use of focus groups and surveys to obtain participation in a fair and objective way for numerous departments and locations in an organization• Develop a solid communication plan to promote the policy changes and the process <p>(B) CONNECT...How to Get Great Results in Teamwork Cathy Newton, Speaker, Author, Educator, Former NFL Cheerleader <i>Do you understand the power of CONNECTION? It's the principle that builds rapport, elevates understanding and stabilizes trust. Connecting with others flows through the filters of your HEAD (Cognition) and HEART (Love). Learn common sense strategies to maximize both of your filters: Cognition — think, pay attention and adapt to get along better with others; and Love — listen, be kind and collaborate to build influence with others. Think of the great results you will get!</i></p> <p>Learning Objectives:</p> <ul style="list-style-type: none">• Discover how to see other people as strategic allies with resources• Describe the types of resources available to you• Understand the different energetic styles of giving and receiving resources• Examine the correlation between cognition, love, connection, and the value of improved teamwork
2:55-3:25 p.m.	Break in Exhibit Hall

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Conference Agenda

Wednesday, August 30 (continued)

3:30-4:30 p.m.

Driven by Data: Using Human Capital Analytics to Boost Productivity, Reduce Workforce Risk and Inform Decision-Making in Healthcare

Matthew Stevenson, PhD, Partner & Co-Leader, Workforce Analytics & Planning, Mercer

How do leading healthcare organizations use human capital data to make better decisions, reduce workforce risk and drive performance? This presentation will include the methodology and thought process for using data, case studies, and the analytic process of data gathering, analysis and action.

Learning Objectives:

- Define the human capital risk, how to measure it and how to go from risk mitigation to value creation
- Adapt workforce planning to reduce risk at the financial and patient care levels
- Outline what the analytic process looks like and how to implement it in your organization

4:30-5:30 p.m.

New Member Orientation

5:00-6:45 p.m.

Reception in Exhibit Hall

7:00-10:00 p.m.

Dinner/Entertainment with DJ - for all attendees and Business Partners

Thursday, August 31

7:15-8:25 a.m.

Breakfast in Exhibit Hall

8:30-9:45 a.m.

The Trump Agenda - Labor and Employment Trends for the New Administration

Jeffrey Thompson, Partner, Constangy, Brooks, Smith & Prophete, LLP

There have been dramatic shifts in the direction of the country and this presentation will provide the latest in labor and employment trends in the Trump administration. Participants will gain a better understanding of the latest attempts to repeal and replace the Affordable Care Act and the challenges employers now face with regard to immigration. Jeff will also address potential changes to the National Labor Relations Board as it transitions from the prior administration.

Learning Objectives:

- Explore the real meaning of Repeal and Replace
- Gain an understanding of how the immigration debate will affect employers
- Outline the agenda of the new National Labor Relations Board

9:50-10:50 a.m.

Everything You Didn't Know About Today's Healthcare Candidate but Were Afraid to Ask

Pamela Marsh, Major Sales Manager, CareerBuilder

The modern job seeker is a consumer of more than just your career site. Most of us understand this, but how do we apply this thinking to improve our candidate experience and develop recruitment strategies that attract today's top talent?

Learning Objectives:

- Discover how to enhance the candidate's job "shopping" experience by tweaking your process
- Differentiate and think creatively about your recruitment strategy to win top, high-demand talent
- Review classic recruiting methods that still work and discover new ones to add to your recruitment toolkit
- Identify the current trends in candidate behavior that you can take back to your team today

10:50-11:20 a.m.

Break in Exhibit Hall

11:25 a.m.-12:40 p.m.

Breakout Session 2: (Please choose C or D)

(C) The Impact of High Levels of Engagement on Systematic Change

Jami Herzberg, FACHE, SPHR, SHRM-SCP, Vice President, Human Resources

Lucy T. Dean, RD, LDN, Assistant Vice President, Human Resources

Carolinas HealthCare System

Carolinas HealthCare System is dedicated to providing teammates with a Best Place to Work environment with robust communication around programs to benefit them. We have worked innovatively and collaboratively to transition to a 100% consumer directed benefit model for our system-wide health plan and have completed this transition successfully through sustained teammate engagement and straightforward internal communication.

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Conference Agenda

Thursday, August 31 (*continued*)

Learning Objectives:

- Identify tangible teammate engagement strategies and tactics that are easy to implement and lead to improved engagement scores
- Recognize the impact communication strategy plays in effective organizational change
- Identify opportunities within your organization to utilize engagement and communication strategies to include tactics to enhance the effectiveness of change

(D) Best Practices in Healthcare Employment Law

Jeffrey Thompson, Partner, Constangy, Brooks, Smith & Prophete, LLP

HR professionals must remain up to speed on the latest trends and best practices in healthcare. Jeff will provide details on these best practices, as well as practical tips. Topics will include downsizing, reorganizing, Family Medical Leave Act (FMLA) and Americans with Disabilities Act (ADA) requirements, trends in the latest drug laws, and Equal Employment Opportunity Commission (EEOC) strategies.

Learning Objectives:

- Discuss best practices to minimize risk during downsizing and reorganizing
- Navigate employee leaves of absence with the latest FMLA and ADA requirements
- Develop an appropriate response to the marijuana trend
- Determine what the EEOC's Strategic Enforcement Plan 2017-2021 means for your organization

12:40-1:40 p.m.

Lunch/Platinum Sponsor Remarks

1:45-2:45 p.m.

Standing in C-Suites and Boardrooms: Insights Into How Human Resources Staff Can Earn the Privilege and Be Invited Back!

James Rice, PhD, Managing Director & Senior Advisor, Governance & Leadership Integrated Healthcare Strategies

This presentation will provide a roadmap with 25 mileposts along your journey into and around communicating with Senior Leaders and the Board.

Learning Objectives

- Consider reasons to engage with Senior Leaders and Boards
- Develop strategies to ensure the CEO opens the door
- Recognize why skepticism exists about HR leaders
- Identify strategies for enhancing your working relationship with your Senior Leaders and Board

2:50-4:05 p.m.

Celebrating Ourselves: Beating Burnout

R. Scott Boots, MPA, Founder, Health Cares Exchange Initiative

Those responsible for caring about others often forget their own wellness, sometimes leading to physical and emotional distress, absenteeism and workplace errors. Stressed employees make costly and often fatal errors. To avoid liability, absenteeism and turnover, it is important for HR professionals to remind providers and staff how to identify stress and respond in healthy ways. It is also imperative that HR professionals understand the need to learn self preservation skills and care for themselves.

Learning Objectives

- Identify symptoms of compassion fatigue
- Utilize practical, proven solutions and exercises for stress reduction
- Set healthy goals and create a future response plan for personal/professional stress

4:05-4:50 p.m.

Break/Prize Drawings in Exhibit Hall (must be present to win—prizes provided by Business Partners) Dinner on your own

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Conference Agenda

Friday, September 1

7:15-8:15 a.m. **Breakfast/Business Meetings/State Updates**

8:15-8:45 a.m. **Breakfast Continues/Book Signing with Dr. Bob Nelson**

8:45-10:15 a.m.

This presentation has been approved for 1.50 hours of Business Credit

Creating a Culture of Recognition - Build Recognition into the Strategies and Behaviors of Your Organization and Transform Your Workplace into an Employer of Choice

**Bob Nelson, PhD, New York Times Best-Selling Author, Professional Speaker
President, Nelson Motivation**

Employee recognition and engagement are the most important issues facing Human Resources today. Employees of different backgrounds spanning four generations have a direct influence on those they serve daily. As such, it is important for employers to maximize the full potential of their workforces with proper recognition and engagement. Based on his book "The 1001 Rewards & Recognition Fieldbook," this presentation will expand your thinking of what recognition really means and what you can do to build it into your culture.

Learning Objectives:

- Examine the business case for recognition and its impact on the organization's bottom line
- Leverage the effectiveness of recognition – even with little time or resources
- Recognize how to get managers on board in both supporting and doing more recognition
- Discover how to harness best practices from other organizations, as well as your own
- Identify methods to build and sustain a culture of recognition and engagement over time

10:15-10:30 a.m.

Break

10:30 a.m.-12 p.m.

Motivating the Millennials

**Bob Nelson, PhD, New York Times Best-Selling Author, Professional Speaker
President, Nelson Motivation**

As recently featured in a CBS 60-Minutes interview, Dr. Bob shares his insights on the latest generation to enter the workforce, and how members of that generation differ in outlook, values and expectations from previous generations in the workplace. The Millennial Generation will soon dominate the work world in both number and attitude. Organizations will need to realign their strategic priorities to reshape the work environment to meet the expressed needs of this generation. Failure to do so will significantly limit the ability to hire these younger workers at a time when you may already be experiencing a shortfall in qualified candidates needed to replace the 70 million retiring Baby Boomers in the decade ahead. In this session, Dr. Bob will lay out the impact of this predominant shift in worker demographics, the assets and liabilities this generation brings to the workplace, and show managers and executives (most of whom are Baby Boomers) how to strategically adapt to and align with the needs and expectations of younger workers.

Learning Objectives:

- Discuss the profile of the Millennials and learn what makes them tick
- Recognize key personal and cultural influences
- Review events that shaped the Millennial perspective
- Outline Millennial work attributes and how to maximize each
- Implement management techniques for motivating and retaining Millennials

Wrap-up/Adjourn/Passport Drawings

(must be present to win—passport prizes provided by the conference)

In accordance with policies of HRCI, SHRM and ASHHRA, credit forms and attendance certificates will not be distributed until the end of the conference. Daily sign-in is required.



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Conference Speakers

(alphabetical by last name)

R. Scott Boots, MPA, Founder and Director Health Cares Exchange Initiative, Inc., Chicago, IL

A caregiver himself, Scott has worked as a training and administration consultant with the Massachusetts Departments of Environmental Protection, Social Services and Public Health and served as Co-Chair of Pastoral Care and Chair of the AIDS Support Committee at Trinity Church in Boston. After founding HCEI, an educational charity focused on teaching resilience skills to those at risk for stress and burnout, Scott has studied wellness at the Touch Therapy Institute in Cambridge, MA, and the Mind-Body Clinic at Boston's Beth-Israel Deaconess Hospital. His seminars have been presented to thousands internationally and HCEI was the first organization to create international collaborations about burnout prevention for Care Providers. Scott is a graduate of the University of Illinois, University of Iowa and the Interlochen Center for the Arts.

Kristy Celis, MHA, PHR, SHRM-CP Employee Partnership Manager Cone Health, Greensboro, NC

In her current role, Kristy is the primary resource for employees and leaders at Cone Health's Women's Hospital. She is responsible for employee relations, policy interpretation, engagement strategies and rewards and recognition. She co-led the attendance policy revisions for the system and is the lead for the implementation of a new system-wide rewards and recognition program. She has worked in healthcare Human Resources since 2006, and is most passionate about partnering with employees and leaders to better the work environment. She is an advocate for regular policy review and believes policies should work for an organization and not against it. Kristy graduated from the University of Utah and received her Master of Health Administration from Weber State University.

Lucy T. Thompson Dean, RD, LDN Assistant Vice President, Human Resources Carolinas HealthCare System, Charlotte, NC

In her area of responsibility, Teammate Experience, Lucy focuses on engagement, recognition, events and communications. Her efforts have helped achieve national recognition for CHS by *Fortune Magazine* as a Top 20 Place to Work in Healthcare, and by *Forbes Magazine* as one of America's Best Employers. Additionally, strategic communications campaigns such as "Your Health and Retirement at CHS" and "CHS Proud" have been recognized both nationally and internationally. Prior to joining Carolinas HealthCare System, Lucy spent more than 15 years in the public relations and marketing arena, in corporate, agency and consultative environments. Her combined experiences as a marketing/PR professional, clinical dietitian and employee wellness strategist have created the perfect opportunity to design and deploy strategies that positively impact the lives of teammates.

Jami Herzberg, FACHE, SPHR, SHRM-SCP Vice President of Human Resources Carolinas HealthCare System, Charlotte, NC

Jami directly supports engagement strategies and initiatives and employee relations for Carolinas HealthCare System, including the primary enterprise and regional partners. She and her team are the connectors to all other aspects of human resources, including compensation and benefits, talent acquisition, workforce analytics and planning, organizational development, performance management, teammate health, worker's compensation, HR operations, recognition, event management, and teammate activities. In addition, Jami has oversight for the system-wide administration of the annual teammate engagement survey. She joined Carolinas HealthCare System as Assistant Vice President of Workforce Relations in 2011. Previously, she spent 18 years as a Senior Consultant and Vice President at Integrated Healthcare Strategies. She graduated from Wichita State University and also received a Master's Degree in Health Care Administration from the University of Kansas.

Pamela Marsh, Major Sales Manager CareerBuilder, Chicago, IL

Pamela oversees a major sales team in CareerBuilder's Healthcare division. Her team focuses on assisting hospitals, home health providers and other healthcare systems across the United States to strategically attract, engage, manage and retain top talent in the industry, in turn, providing the highest level of care to their patients. Prior to joining the Healthcare Division, Pamela worked with Fortune 500 employment firms in CareerBuilder's Staffing & Recruiting Division. Effectively streamlining their recruitment strategies, she helped them gain competitive advantages in attracting talent. Across any industry, she prides herself on developing solutions-based partnerships and strives to always be a true talent advisor to her clients.

Bob Nelson, PhD, President, Nelson Motivation San Diego, CA

"Dr. Bob" serves as an Executive Strategist for HR issues and has worked with 80 percent of the Fortune 500. He worked closely with Dr. Ken Blanchard, "*The One Minute Manager*," for ten years and currently serves as a personal coach for Dr. Marshall Goldsmith, ranked as the #1 executive coach in the world. His testimonials include praise from such notables as Dr. Stephen Covey and J. W. Marriott. Dr. Bob has sold 5 million books — translated into 37 languages — on management and motivation. He has appeared extensively in the national media including 60 Minutes, CNN, MSNBC, PBS and NPR, and has been featured in *The New York Times*, *The Wall Street Journal*, *The Washington Post*, *The Chicago Tribune*, *Fortune* and *Inc.* He received an MBA in organizational behavior from UC Berkeley and earned his PhD in management with Dr. Peter Drucker, "The Father of Modern Management," at The Drucker Management School of the Claremont Graduate University in Los Angeles. He has since worked with over 100 healthcare organizations across America. Dr. Bob also teaches organizational behavior for the MBA program of the Rady School of Management at the University of California.



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Conference Speakers

(alphabetical by last name)

Cathy Newton, Speaker, Educator, Author President, PRT Consulting, Platte City, MO

Cathy uses laughter and exploration to engage her audience and encourage them to take risks. Her most pivotal risk was quitting her full-time job (with benefits!) and launching her speaking business 20 years ago. Since then she has helped thousands—from law firm administrators to health professionals to HR managers—live in full swing. She has spoken at state, national and international HR conferences, as well as many healthcare conferences. In her previous roles as teacher, athletic coach and wellness/employee assistance coordinator, she studied the effects of risk, energy and emotional intelligence on performance issues. A former NFL cheerleader for the Kansas City Chiefs, Cathy's love of adventure and enthusiasm for life have led her to ski the German Alps, mush a dogsled in Alaska, hike the Incan Trail in Peru and scuba dive in the Caribbean.

Ellen Pancoast, PHR, SHRM-CP Executive Director of Employee Experience Cone Health, Greensboro, NC

Ellen's HR career spans over 20 years working in a variety of roles and specialties. She joined Cone Health in 2012 as the Senior Employee Partnership Manager then Director of Employee Partnership before taking the role as Executive Director of Employee Experience (Employee Partnership and Benefits). Prior to joining Cone Health, she spent 11 years working with regional pathology laboratories supporting all human resources functions for labs along the east coast. Since joining Cone Health, Ellen has created an enterprise wide engagement team, the Engagement 365 Team, with oversight of multiple engagement centric programs including rewards & recognition and annual engagement survey planning and administration. Her approach of going to the source creates an open forum for feedback used to enhance policy review and revision. Ellen is a graduate of the State University of New York at Geneseo and received a BS in Business Administration with a concentration in Human Resources. She is a member of SHRM, ASHHRA, NCHHRA and the HR Management Association of Greensboro (HRMAG).

James A. Rice, PhD, FACHE, Managing Director & Practice Leader, Governance & Leadership Integrated Healthcare Strategies, Minneapolis, MN

Dr. Rice's focus is strategic governance structures and systems for high performing, tax-exempt health sector organizations and integrated care systems; visioning for health sector and not-for-profit organizations; and leadership development for physicians and medical groups. With Master's and Doctoral degrees in management and health policy from the University of Minnesota, he has received the Distinguished Alumni Leadership Award from its School of Public Health. Other honors include a National Institute of Health Fellowship, a Bush Leadership Fellowship and the American Hospital Association's Corning Award for excellence in hospital planning. Dr. Rice has worked in over 34 countries and was recently Global Technical Lead for Governance in a large USAID funded project serving countries in Asia, Africa and Latin America. Dr. Rice's faculty positions include The Strathmore School of Business, Nairobi, The Advance Institute for Health Services Management in Prague and The Judge School of Business, Cambridge, England.

Matthew Stevenson, PhD, Partner & Co-Leader Workforce Analytics & Planning Mercer, New York, NY

During his 17 years with Mercer, Matt's work has involved using data science to help clients define their human capital strategy and fine tune the implementation and planning of that strategy in order to support business objectives. He is also a member of Mercer's Healthcare and Energy verticals. Recent projects have included: enabling workforce planning and piloting workforce planning processes for a series of North American aerospace firms, specifying and implementing HR metrics dashboards and a data repository for a regional health care system to inform their workforce analytics and quantifying links between employment practices and the drivers of organizational productivity for a hospital system based on a statistical analysis of external influences, organizational practices, and employee attributes. Matt holds a BA in Economics from McGill University, and an MA and PhD in International Relations from Arizona State University. His work has been presented at national conferences and published in professional journals.

Jeffrey L. Thompson, Partner Constangy Brooks, Smith & Prophete, LLP Macon, GA

Jeff specializes in labor and employment law in healthcare, representing numerous healthcare organizations throughout the Southeast. He also provides training for management in preventative measures to avoid litigation. He has defended employers in state and federal court, as well as before administrative agencies such as the Equal Employment Opportunity Commission, the Department of Labor, and the National Labor Relations Board. Jeff has been recognized in the publication *Best Lawyers in America* from 2009-2017, and he has been named by Georgia Trend's "Legal Elite" as one of the Top 150 Lawyers in Georgia.

Beth Wierzbicki, PHR, SHRM-CP Employee Partnership Manager, Cone Health Greensboro, NC

Beth has been in Human Resources for over 15 years, the majority spent in non-profit healthcare organizations. Her areas of focus have included employee relations, training and education, and rewards and recognition. Her passion for human resources education and employee engagement has spanned her entire career. She played a key role in the achievement of accreditation for a child welfare and mental health organization, where she also researched and implemented an online learning program. Beth led a statewide continuing education seminar program in Florida for licensed and certified mental health professionals. Beth co-led the attendance policy revision with Kristy Celis, where she works closely with the physician practices and accountable care organization. She is a member of SHRM and HRMAG, the Cone Health R&R team, and the Engagement 365 Team.



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Tri-State Chapter Member/HR Practitioner Conference Registration Form August 30-September 1, 2017

If you prefer to register online, do not complete this form.

Visit <http://kingevents.org/tri-state-conference-registration/> and complete the online form.

Full Name (include certification, e.g. CHHR, SPHR, etc.) _____

Nickname (for badgeM) _____

Title _____ Employer _____

Address _____

Phone _____ Email _____ Member/District _____

Guest/Spouse Name _____ (Guests permitted at Wednesday dinner only)

Please indicate the meal functions you will attend:
(These meals are included in the registration fee, however accurate counts are needed for the hotel guarantees)

_____ Wednesday Lunch
_____ Wednesday Reception/Dinner
_____ Thursday Breakfast
_____ Thursday Lunch
_____ Friday Breakfast

Please detail special dietary requirements, e.g., gluten free, vegetarian, allergies below:

Please choose your breakout session by checking the appropriate lines below:

Session 1: Wednesday, August 30, 1:40–2:55 p.m.

_____ Breakout A - **Leading Effective Attendance Policy Change**

_____ Breakout B - **CONNECT...How to Get Great Results in Teamwork**

Session 2: Thursday, August 31, 11:25 a.m.–12:40 p.m.

_____ Breakout C - **The Impact of High Levels of Engagement on Systematic Change**

_____ Breakout D - **Best Practices in Healthcare Employment Law**

August 1 is the deadline for the lowest fee. Refunds, less \$50, will be provided if cancellation is received in writing before **August 1**. After that date, no refunds will be provided. Substitutions are permitted if we are notified prior to the conference.

REGISTRATION TYPE	FEE BEFORE 8/1/17	FEE AFTER 8/1/17	AMOUNT DUE
Tri-State chapter member (NCHHRA, SCHHRA or VaSHHRA)	\$200.00	\$250.00	
3 Chapter members from the same organization	\$175.00 each	\$225.00 each	
Non-chapter member/HR practitioner (must be employed by a hospital, healthcare system or other healthcare provider)*	\$300.00	\$350.00	
Guest for Wednesday Reception and Dinner	\$ 75.00	\$100.00	
*if you are a consultant/vendor you must register as an exhibitor or sponsor in order to attend.		TOTAL DUE:	

Payment must accompany registration form: Check payable to NCHHRA

(tax ID #59-2294589) Check Number _____

Credit Cards Accepted: Visa, MasterCard, American Express

Cardholder's name _____

Billing address _____

Card # _____

Exp. Date _____ CV2 _____

Return completed form with payment to:
Meetings & Events · 2611 Cotton Planter Lane · Charlotte, NC 28270
Email: jayne@kingevents.org · Private Fax: (704) 814-9264

The winds of change are always blowing — all you need to do is raise your sails



Braving the Winds of Change in Healthcare Human Resources
2017 Tri-State Conference
Wednesday, August 30th - Friday, September 1, 2017

Room Rate: \$159.00 (Single/Double)
Tax equals 12%



Hotel Reservation Deadline:
August 7, 2017

MAIN CONTACT/ LAST NAME _____ FIRST NAME _____ MI _____

STREET ADDRESS _____ CITY _____

STATE _____ ZIP _____ COUNTRY (US, Canada) _____ E-MAIL ADDRESS _____

DAYTIME TELEPHONE _____ FAX NUMBER _____ Company Name _____

Room Type Request:

ARRIVAL DATE: _____ / _____ (MO/DAY)

DEPARTURE DATE: _____ / _____ (MO/DAY)

of Rooms: _____

of Adults: _____

Marriott Rewards Number: _____

Check in time is 4:00 pm

Check out time is 11:00 am

Resort Fee is Complimentary

Valet Parking is \$18.00 per night

Group run-of-house rates have been negotiated. However, we cannot guarantee bed-type, sleeping room locations, or view. All accommodations are non smoking.

Room Type Request:

- ☐ Single – 1 bed /1-2 people ☐ Handicap Accessible
☐ Double – 2 beds / 3-4 people ☐ Rollaway Bed
☐ Adjoining Rooms

No Show Policy:

If a guest does not check in on the reserved check in date (and has not notified the hotel of any changes), the room will be subject to release. If the hotel is sold out over the remainder reserved dates the hotel does not guarantee a room. The guest will be charged for the one night; if the room is not resold due to the no show, then the guest will be charged for the entire stay.

Cancellation Policy:

Group rooms must be canceled three (3) days prior to arrival or the credit card on file will be charged a one night's room and tax penalty. There are no exceptions.

Please guarantee the room reservation to the following major credit card:

Card # _____ Exp Date: _____
MUST BE VALID THRU 06/15

Name of Cardholder: _____ Authorized Signature: _____

DEPOSIT – CONFIRMATION - A major credit card (listed above) or a check is required to confirm your reservation. You should receive a written or email confirmation within 1 week. If you do not receive confirmation please call 1 800- 228-9290. Reservations cancelled less than 3 (three) days prior to arrival date will be charged a fee equal to the first night's room rate.

PLEASE read carefully and FAX or MAIL this completed form along with deposit or credit card number per room to:
Marriott Resort at Grande Dunes
8400 Costa Verde Drive
Myrtle Beach, SC 29572
Fax Number (843) 692-3700

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