

Iowa Society for Healthcare Human Resources Administration

Tuesday, April 23



PROGRAM OVERVIEW

This conference is designed to bring together health care human resources professionals for collaboration, knowledge-gathering and networking.

INTENDED AUDIENCE

The conference is recommended for health care human resources professionals.

PROGRAM AGENDA

8:45 a.m. Registration and Continental Breakfast

9 a.m. Welcome

Amy Rieck, Chief Human Resources Officer, Greater Regional Health, Creston, and ISHHRA Board Chair

9:15 a.m. Dominate Your Day: Stop Being Busy and Leave Burnout Behind

Sarah Ohanesian, Founder, SO Productive, Philadelphia

You can be a hustler and still not be productive. That's how Sarah felt when she realized her hamster wheel wasn't getting her anywhere. She'll share an unfiltered perspective on how to command chaos and achieve a life of purpose-driven productivity. Sarah will also equip audiences with tangible tools to prioritize purpose, enhance productivity and regain balance in all are

Learning objectives:

- Describe how to focus on the most impactful work every day.
- Describe how to shift from busy to productive.
- Discover the power of compounding productivity.
- Explore simple ways to accomplish more, make better and faster decisions, and increase productivity without burning out.

10:15 a.m. Break

10:30 a.m. Building a Better Pipeline for Health Care Careers

Panelists: Nicky Gilbertson, CEO, Ringgold County Hospital, Mt. Ayr; Sonja Hamm, Vice President of Human and Foundation Resources, Lakes Regional Healthcare, Spirit Lake; Jackie Kleppe, Director, Outreach and Engagement, Marketing and Communications, University of Iowa Health Care, Iowa City. Moderator: Kolton Hewlett, Chief Human Resources Officer, Cass Health, Atlantic

Panelists will discuss how they have successfully grown their facilities' pipelines of health care workers. They will describe the Iowa Workforce Development Health Career Awards and how they have benefited from them. Participants will hear how facilities partner with local high schools and hire apprentices to provide them with on-the-job training experiences while achieving their educational goals. Participants will hear about a successful junior volunteer program, learn about the University of Iowa Health Care's STEM pipeline and how both have inspired students to explore health care careers.

Learning objectives:

- Discuss the Iowa Workforce Development Health Care Awards and how they affect the health care pipeline.
- Discuss ways organizations can build their workforces by engaging with their communities.
- Explore the University of Iowa Health Care's STEM program and how it motivates students to pursue health care positions.

11:30 a.m. Lunch

12:15 p.m. **ISHHRA Annual Business Meeting**

12:20 p.m. **Charting the Course: HR Trends for 2024 – Navigating What’s In and What’s Out**

Liz Hall, Vice President of Talent Engagement, Medical Solutions, Omaha, Nebraska

2024 has launched and looks to be one of amazing potential and challenges for the health care human resources professional. In this session, Hall will identify what is “in” and what is “out” in human resources trends and how to use these trends to your advantage as a human resources professional.

Learning objectives:

- Provide a comprehensive understanding of the top health care human resources trends in 2024.
- Describe how you can anticipate, adapt to and capitalize on emerging developments in health care human resources.
- Detail how to gain insights into cutting-edge practices and strategies to enhance organizational performance, foster employee engagement and drive sustainable growth in alignment with evolving industry standards and best practices.

1 p.m. **Networking Roundtable**

Moderated by ISHHRA board members

Participants will break out into small groups and share recruitment strategies and retention methods that have proven successful. Participants can present topics to their peers and learn from one another.

1:30 p.m. **Break**

1:45 p.m. **Employment Law for HR Professionals**

Jo Ellen Whitney, Attorney, Dentons Davis Brown Law Firm, Des Moines

This session will focus on recent changes to employment law and long-standing, sometimes intractable, issues.

Learning objectives:

- Identify recent legal changes in the field.
- Examine issues encountered with shift management.
- Recognize surprises in various agency regulations.
- Resolve common employment problems facing health care today.

3:45 p.m. **Conference Closing Remarks**

Sonja Hamm, Vice President of Human and Foundation Resources, Lakes Regional Healthcare, Spirit Lake

4 p.m. **Adjourn**

SPEAKERS

Liz Hall leads talent engagement efforts for Medical Solutions, overseeing the company’s employee experience, learning and development, and diversity, equity and inclusion initiatives. Before joining Medical Solutions in 2019, Hall was executive director of training and development with C&A Industries, where she led the evolution of the company’s training and education programming from accredited new-hire training and professional development to leadership training and mentoring. During her 20-year tenure with C&A, she oversaw quality assurance, clinical support and operations for Aureus Medical. Through Hall’s leadership, Medical Solutions and C&A have received global recognition for training and development, including Training Magazine’s APEX Award and the Association of Talent Development’s BEST Award. She was also a field sales trainer at Data Axle USA, responsible for sales and management training for 23 North American field offices. Hall earned her bachelor’s degree in business management and computer applications from the Nebraska College of Business. She is a board member of Community Partners with Serious Fun Kids Camps. Hall also volunteers in her community in cancer research, mentoring and women in leadership.

Sarah Ohanesian worked for 15 years for the same company, starting as an intern and rising to chief marketing officer. Ohanesian saw burnout, disengagement and lack of purpose as huge problems affecting her and her colleagues. She realized that high-performing employees were hitting all the marks on paper, but they were stressed out, unfulfilled and extremely busy. Ohanesian knew she had to do something about it, so she started a business and co-founded another. Using her productivity system, she helps reduce turnover and disengagement by empowering teams to think about a neuro-inclusive approach to productivity. This means businesses don’t just need productivity; they need productivity suitable for every brain type and team member.

Jo Ellen Whitney is a senior shareholder of Davis Brown Law Firm and practices primarily in employment and health law. As the chair of the firm’s employment and labor relations department, Whitney brings over 20 years of practical experience to business planning, discipline and termination issues for employers. She focuses on privacy and confidentiality issues in health law, including medical staffing, credentialing, privileging, consent and risk analysis for hospitals, clinics, physician practices and long-term care facilities. Whitney frequently provides clients with on-site training for all levels of employees and is a sought-after presenter about labor and health law issues.

REGISTRATION

Register online at www.ihaonline.org.

- ISHHRA members – \$50
- IHA members – \$50
- Non-IHA members – \$225



PROGRAM LOCATION

IHA Conference Center, 100 E. Grand Ave., Des Moines.

- If you have dietary restrictions or allergies, email iharegistration@ihaonline.org.
- Dress for the conference is business casual. Layered clothing is recommended for your comfort.

CONFERENCE MATERIALS AND RECORDINGS

This is a paperless conference. IHA will notify you by email when handouts are available with a direct link to access the files. Paper copies of handouts will not be available on-site at the conference.

CONTINUING EDUCATION



IHA has applied for credit hours toward PHR, SPHR and GPHR recertification through the Human Resources Certification Institute.

This Program, ID No. 656603, is approved for 3.75 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

LODGING

IHA has a discounted corporate rate that attendees can use for overnight accommodation. The discounted rate is offered to IHA event attendees on “non-last room” availability, meaning there are times when this rate will not be available because of high demand. Book early if you think you may need arrangements. When calling, please reference the corporate ID:

[Staybridge Suites Des Moines](#)

Corporate rate: \$133/night plus taxes
515-280-3828
Corporate ID No.: 786828419

[Downtown Des Moines AC Marriott](#)

Corporate rate: \$174/night plus taxes
515-518-6060
Corporate ID Code: 3QR

CANCELLATION/REFUND POLICY

- Cancellations and substitutions are welcome anytime. Email cancellations and substitution requests to iharegistration@ihaonline.org.
- IHA will refund cancellations received 10 or more business days before the conference.
- IHA will charge a \$50 administrative fee to cancellations received six to nine business days before the conference.
- IHA will not refund cancellations received five or fewer business days before the conference.
- IHA will calculate refunds by the date received and the IHA business days remaining before the conference.
- IHA may cancel the conference because of low enrollment. If so, IHA will notify preregistered participants and provide full refunds.

ADA POLICY

IHA does not discriminate in its educational programs based on race, religion, color, sex or disability. IHA wishes to ensure no one with a disability is excluded, denied services, segregated or treated differently than others because of the absence of auxiliary aids and services. If you need the auxiliary aids or services identified in the Americans With Disabilities Act to attend this conference, call IHA at 515-288-1955, or write to the IHA Education Department.