

# HHRAM 2010 Spring Conference



*HR Leadership  
and Beyond*

Hilton MSP/St. Paul Airport  
April 15-16, 2010

Jody Bjerke  
HHRAM  
826 S. Bordson Street  
Appleton, MN 56208

*Registration*

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

HHRAM, Inc. is comprised of over 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 which includes this upcoming spring 2010 conference.

As part of HHRAM's commitment to excellence, the conference strives to offer content that will satisfy CEU credits for SHRM's Certificate Institute.



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 health care.

*Watch for these symbols describing each presentation's core competency, as part of ASHHRA's HR Leader Model.*

**HR Delivery**  
*HR Leaders "Reach Beyond the Expected"*  
 Select sessions with this symbol when you are seeking information on integrating the "people" side of health care with organizational business structure.

**Healthcare Business Knowledge**  
*HR Leaders "Embrace New Learning"*  
 Select sessions with this symbol when you want to demonstrate cross-functional capability, health care knowledge, and strategic vision for your organization.

**People Strategies**  
*HR "Leads with the Heart"*  
 Select sessions with this symbol when your goal is to create and implement operating models and structures that support a high-performance culture of care for employees.

**Community Citizenship**  
*HR Leaders "Raise Their Voices"*  
 To better connect employers with employees and link both to customers and communities, select sessions with this symbol.

**Personal Leadership**  
*HR Leaders "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.

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

\*\*\* **Fees** \*\*\*

\$\_\_\_\_\_ Conference Fee -- \$169

\*\*\* **Fun and Food** \*\*\*

*To assist with planning please check below if you plan to attend. Guests are welcome! Each activity is free to full-conference participants!*

\_\_\_\_\_ President's Reception {Guests pay \$10 - pay at conference}

\_\_\_\_\_ New Member Orientation

Register online at: [www.hhram.org/events.htm](http://www.hhram.org/events.htm)

or mail registration form and check

(payable to HHRAM, Inc.) to:

HHRAM

W. 175 N11117 Stonewood Drive

Suite 204

Germantown, WI 53022

**Cancellation Policy**

Cancellations received after April 1, 2010 are non-refundable

## Hotel Accommodation

The Hilton Mpls/St. Paul Airport/Mall of America will host the HHRAM 2010 Spring Conference.



### Hotel amenities

- indoor swimming pool
- two whirlpools
- fitness center
- business center
- cable TV
- 42-inch flat screen HDTV
- high-speed internet access
- ion hair dryer
- iron & ironing board
- Cuisinart coffee maker
- work desks
- Two-line telephones with voicemail & dataport

Our oversized standard accommodations offer panoramic views of the downtown Minneapolis & St. Paul skyline, Minneapolis/St. Paul International Airport, Historic Fort Snelling or the beautiful Minnesota Valley National Wildlife Refuge and Minnesota River Valley.

Reservations are made by calling the hotel directly at 952-854-2100 or Hilton Reservations at 1-800-HILTONS. Individuals must identify themselves as being with the group, “2010 Spring Conference”, at the time the reservation is made in order to receive the special group rate of \$119.00 for single or double. The cut off date is March 17, 2010 at which time the unreserved rooms will be released for sale to the general public.



## Speakers

### “Leadership Excellence – Take Control of your Destiny”

Presenters: Robert J. Dahl and Leah C. Nelson, St. Francis Health Services

This keynote presentation will provide participants with well defined principles which will help develop leadership skills needed to be successful in accomplishing personal and work goals. Participants will receive resources to assist them in the applications of skills in their work setting and improve their leadership abilities. This interactive presentation allows participants to look at principles that when put together will create a life changing philosophy that will make a difference in their lives. The principles that will be taught are natural laws that are timeless and universal.

### “Motivation for the Behaviors that Matter”

Presenters: Liz Ferron and Matt Steinkamp, Midwest EAP Solutions

This session will assist participants in integrating rewards and recognition into an overall strategy for employee productivity, health and success. Special consideration will be given to the importance of identifying desired behaviors for your organization, utilizing low and no cost incentives to motivate behaviors, making rewards and recognition meaningful for generations x and y, the important role of direct supervisors and managers and establishing an overall culture and environment where employees can thrive.

### “Wellness in the Workplace”

Presenter: Sarah Ziemer - Director, Health & Wellness, Wells Fargo

Increasing evidence supports the need for workplace wellness programs. More companies than ever are implementing health and wellness strategies to reduce injuries, health care costs and disability incidence. Join us to learn more about the potential benefits of a wellness program, current trends, and how to implement a successful wellness program in the workplace.

### “How to Conduct an HR Audit”

Presenter: Penny Phillips, J.D., Felhaber, Larson, Fenlon & Vogt, PA

Penny will provide a practical approach to conducting an HR Audit in order to mitigate the risk to the employer .

### “Labor & Legal Update”

Presenter: Felhaber, Larson, Fenlon & Vogt, PA

A full overview, including question and answer session to update HR Practitioners on legal changes, interpretations and updates. This will include employment law, labor laws, and legal trends.



Produced by

*Conference Schedule*

Thursday, April 15

- 7:00 – 8:00     *Registration & Breakfast*
- 8:15 – 8:30     *Welcome to Conference*
- 8:30 – 10:00    *Keynote Speakers: **Robert J. Dahl, NHA, MHA, & Leah C. Nelson, PHR***  

*“Leadership Excellence—Take Control of Your Destiny”*
- 10:00 – 10:30    *Visit with Business Partners/ Break*
- 10:30 – 11:30    *Liz Ferron & Matt Steinkamp*  

*“Motivation for the Behaviors that Matter”*
- 11:30 – 12:00    *Regional Gathering/ Meetings*
- 12:00 – 1:00     *Lunch*
- 1:00 – 2:00      *Sarah Zeimer*  

*“Wellness in the Workplace”*
- 2:00 – 2:30      *Visit with Business Partners/ Break*
- 2:30 – 4:30      *Penny Phillips, J.D.*  

*“How to Conduct an HR Audit”*
- 4:30                *President’s Reception*

*Conference Schedule*

Friday, April 16

- 7:30 – 8:30      *Breakfast*
- 8:30 – 9:00      *HHRAM Business Meeting*
- 9:00 – 9:30      *Roundtable Discussion*  
**“Sharing Best Practices”**
- 9:30 – 9:45      *Break*
- 9:45 – 11:30     *Felhaber, Larson, Fenlon & Vogt, PA*  

**“Labor & Legal Update”**

\* schedule subject to change

COMMUNITY CITIZENSHIP



At each HHRAM conference we highlight a local non-profit organization and ask conference attendees to contribute as a way to demonstrate HR leaders’ ties to our communities.

Due to the huge impact throughout the world of the Haitian Earthquake, for this conference, we are sponsoring the American Red Cross. We encourage you to donate money to help towards their huge cry for help.

