

HHRAM Herald

Healthcare Human
Resources
Association of
Minnesota

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www.hhram.org

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

Letter from the President

By Sarah Fredrickson

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Congratulations to Heidi Miller recipient of the \$1000 HHRAM Scholarship!

Heidi is pursuing a Masters Degree in Organizational Leadership from St Catherine University

Go to hhram.org to learn more about the HHRAM Scholarship program!

What an awesome HHRAM chapter we have! I am a very proud President representing all of you and the chapter in which we belong!

I would like to recognize and thank Celeste Gardner, Jackie Buboltz and Stacey Lhotka for offering a phenomenal fall conference held in September. The conference was rich with keynote speakers, education sessions and networking opportunities for all attendees. An awesome opportunity to *Navigate the Changing SEAs* of HR!

We are upon the time of year in which we are all planning for the upcoming year and refreshing our strategic plans at our organizations. The same is true for the board as we plan for another successful year as a HHRAM chapter. I personally invite all of you to consider a rewarding opportunity, and to get involved with HHRAM. We have a variety of roles in which to volunteer and share your talents. Additionally, if you have ideas for consideration as to how we can continue to provide full value to your HHRAM membership, we would love to hear from you. Please contact any of the board members to share your thoughts and ideas.

HHRAM is pleased to announce that Denarius Human Resources, Inc. has been selected as the administrator of HHRAM's annual compensation survey - the *2011 HHRAM Wage & Salary Survey!* As with prior years, this will be a comprehensive survey of healthcare wages/salaries in Minnesota and immediate surrounding areas. Please watch for further details from HHRAM and Denarius. Participation materials will be delivered to you late this calendar year.

As each of us enters into the busy fall months, I invite you to take a few moments and reflect upon the value you bring to your organization as a part of the Human Resources profession. As we all continue to be challenged in our roles on a daily basis, it is truly an exciting time for HR. Take a few minutes to remind yourself why you love what you do, and the difference we make each and every day!

Sarah Fredrickson
HHRAM President

ASHHRA Update

By Karmen Reid

ASHHRA's Director of Regional Consultants

Several HHRAM members attended ASHHRA's 46th Annual Conference in Tampa in September: Sarah Fredrickson, Sarah Carlson, Jennifer Gryte, Rachel Redenius, Marit Brock, Cara Lanz, Angela Fink, Bruce Edison and I. There were excellent keynote speakers and education sessions. We also had great opportunities to network with fellow healthcare HR professionals across the country. We found time to have some fun, too, eating at great restaurants, walking along the harbor, and dancing at the MetLife social event. HHRAM was well-represented by awards again this year:

- Outstanding Chapter Officer: Becky Thiesfeld
- Outstanding Chapter Achievement: Leah Nelson
- 3-star Chapter Award
- Winner of Region 6 MetLife Scholarship: Cara Lanz

Mark your calendars now to attend next year's conference in Phoenix --September 10-13, 2011.

HHRAM is an affiliated chapter of the American Society for Healthcare Human Resources Administration (ASHHRA). While HHRAM strives to provide relevant member benefits for healthcare human resources practitioners in Minnesota, ASHHRA is also working to provide benefits to members all over the USA. Here are some of the new, updated or little known benefits of ASHHRA membership:

Website Tools - Take a minute to look at the new [ASHHRA](#) website, with valuable content and special interest areas for New To The Profession, Manager/Director and Vice President/Executive level needs.

Publication and Leadership Opportunities - ASHHRA offers a variety of leadership opportunities for members. Is the next step in your career publishing an article? Several HHRAM members have published articles in ASHHRA's national publication HR Pulse - follow the link for the most recent example:
<http://www.nxtbook.com/nxtbooks/naylor/AHHQ0310/#/22>

Non-Hospital Network - Although ASHHRA is a part of the American Hospital Association, many healthcare HR practitioners do not work in a hospital. ASHHRA has created networking opportunities and resources designed for other healthcare settings as well!

Find out how ASHHRA is addressing the needs of long-term care and acute facilities, clinics, outpatient centers and other health care facilities outside of hospitals.

AHA Member Benefits - Did you know that your ASHHRA membership gives you access to the American Hospital Association (AHA) resources as well? Take a look at the variety of resources available outside the world of HR!

Social Networking - Connect with other healthcare human resources professionals through ASHHRA's LinkedIn, Facebook or Twitter sites.

Keep On Networking!

By Edith Swiatek
Experienced Resources

I know a few folks who are premier networkers - you know these people too...you can go anywhere with them and if they don't know any one when then enter the room they have three new business cards in their hands on the way out. Networking, for many of us, has come to be associated with the often intimidating work of making contacts with strangers during a period of job transition. In fact, networking is the building of relationships with other people that started with the first childhood friend we made, our college roommate and our first supervisor. It is these alliances with other people that become our network.

The way of the world is meeting people through other people.

- Robert Kerrigan

Why is networking so difficult for some of us and so easy for others? For my former colleague Mary, networking is an art. I am always proud to introduce her to other professionals and in every instance she is visibly happy to meet them and to add them to her network - and being part of Mary's network is a little like belonging to an elite club. I've never heard Mary use the word networking and yet she has personal and professional contacts throughout the world.

For Mary, networking is a simple part of her "being", for others networking is a science; a science that must be mastered even though they are perhaps medieval history majors at heart. These folks likely need to apply some discipline to the process and set goals to build a network. Some examples might include:

- Attend professional organizational events and commit to meeting and exchanging contact information with at least one other person in attendance.
- Get to know your neighbors and the parents of your children's friends and when you do, maintain their contact information. Know what their profession is, where they work and how a connection might be beneficial to each of you and to them.
- Actively seek opportunities to help others and be articulate about what you can offer. Likewise, if you are seeking help, know what you need and be able and ready to ask for it.
- When you meet someone, ask open-ended questions and avoid those that can be answered yes or no. Be interested in the who and what of their life.
- Engage in social networking at professional sites such as linkedin.com. Be your true and authentic self. Let your real self "show up" wherever you go.

Judy Beck, an IT executive with Experienced Resources, shares this perspective on networking:

"My idea of networking is reaching out to others. It means being willing to meet with students and young people. It is greeting people and talking about what

See *Networking* on page 5

HHRAM Members Mix Business with Pleasure at the 2010 Fall Conference!



HHRAM Website Library

We continue to build the HHRAM website Template Library. This resource is available to you as a HHRAM member so that you can go to one source for ideas on how to address particular issues in your own facility. The library contains sample policies, job descriptions, forms, product recommendations and interview questions.

I will send out a request each month with that month's policy topic. If you could please send me any pertinent policies that you may have on that month's topic, I will compile the policies, remove any personally identifying information, and post the templates to the HHRAM website. For the month of October, please send me your policies on PTO. We have topics for the next few months selected as well.

November- Dress Code
December- Drug Testing
January- Relocation Guidelines

If you are looking for ideas on a particular issue, please contact me at Katie.Slette@sanfordhealth.org and I will add your topic to our list.

Again, I will send out a request each month to remind you of that month's topic. Any suggestions on other topics that you would find helpful would be greatly appreciated. I look forward to working with you to build this online template library, which I know we will all find useful!

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they want to talk about. It is being positive and optimistic and kind. It is returning phone calls and emails promptly and offering a generous word. It's leaving the conversation with a positive energy and an appreciation for the interaction and about being aware of others and creating opportunities. Lots of people network to get ahead in business or search for solutions for problems, and that's good too. There's a new joy when you make networking connections not just for the career "who you know", but more fully for the dialogue and learning and an authentic interaction experience."

And if you are currently seeking employment don't give up thinking it is too late. Harlan Dahl, another Health Care Executive at Experienced Resources shares this story:

"My experience has been that in economic downturns, networking is as important as ever whether you are currently looking for work or if you are currently employed. There have been so many layoffs in the health care industry lately that you never know when you or your department is about to be a casualty. Because so many people know each other in the health care industry, many times people are contacted through networking for position openings. Recently, a Contract Manager was laid off at a hospital and within a few weeks it became known that a HMO had a Contract Manager opening. Two or three people with knowledge of the situation networked with the Contract Manager to let him know about the job and he was then able to land the HMO Contract Manager position. 'Keep on networking because a position can open and close very quickly, especially today.'"

So, the bumper sticker might read "KEEP ON NETWORKING!" Whether the processes of networking are a joy or a challenge for you, the benefits are worthy and the journey can be a significant factor in your professional development as a health care leader.

Edith Swiatek is a Health Care Executive and Vice President of Talent Development with Experienced Resources.

Learn more about Experienced Resources at www.flexgener.com.