

# WSHHRA Fall Conference

Washington State Healthcare Human Resources Association

Thursday– Friday, September 9 & 10, 2010

Cle Elum, WA



## CONFERENCE HIGHLIGHTS

- Creating a Culture of Accountability
- Using Social Media—What are the Legal Implications.
- Conflict Management Strategies!
- Still More News About Healthcare Reform?
- Gunman in the Facility—Do your employees know what to do?
- Stressed Employees—What's the Impact?
- Attorney Panel: Legal Challenges for Healthcare Employers
- Vendor Exhibits
- Drawings for Prizes!
- Wonderful Location
- Strategic and General HRCI Credits are pending

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## FEATURED SPEAKERS



**Lisa Brock**, Vice President Human Resources, Overlake Hospital Medical Center. Lisa joined Overlake in 2002 and has been focused on building a best practice HR division and transforming the culture at Overlake. Lisa has over twenty years experience in the healthcare industry including work with Swedish and Providence Health System. Additionally she also owned a consulting business specializing in providing human resources consulting services in the healthcare industry. Lisa has a master's degree in human resources from Seattle Pacific University.



**Sally Crum Wineman**, is head of the western region legal compliance practice of Gallagher Benefit Services. She is an ERISA attorney with 17 years in employee benefits legal compliance consulting and extensive speaking experience. She helps employers navigate the maze of legal topics in healthcare benefits. Sally will objectively present the facts and the most up to date status of legislation.



**Carol Bowser**, President, Conflict Management Strategies. Founded in 2002 **Conflict Management Strategies** is a company emphasizing training, mediation, and consulting on conflict resolution in schools and workplace. Carol works with organizations to address their workplace conflict, train employees in conflict resolution skills, evaluate internal conflict resolution processes, and facilitate tangible change within the working environment.



**Kevin Overbey**, is currently a Managing Director for ClearPoint and Executive Vice President at Alliant Insurance Services. Kevin has more than twenty three years experience in employee benefit services and international business. Kevin was a founding and managing partner of ClearPoint, an employee benefits consulting brokerage in Seattle, WA, now a part of Alliant.

## CONFERENCE SCHEDULE

Thursday, September 9, 2010

Thursday continued

Friday, September 10, 2010

7:00 am **Registration, Continental Breakfast**  
8:00 am **Welcome, Announcements**  
8:30 am **Lisa Brock**  
Creating a Culture of Accountability  
10:00 am **Break, Vendor Exhibits**  
10:30 am **Sally Crum Wineman**  
Employee Benefits in 2010: Current Healthcare Reform Updates  
Noon **Lunch, Vendor Exhibits**  
12:15 pm Explore the Outdoors!

1:00 pm **Carol Bowser**  
Embarrassment, Entitlement and Power: The 3 Trolls under the Bridge of Employment Disputes  
2:30 pm **Break, Vendor Exhibits**  
2:50 pm **Kevin Overbey**  
Employee Stress and Its Affect on Organizations  
4:00 pm **Vendor Introductions and Prize Drawings**  
**WSHHRA Business Meeting**  
4:30 pm Networking and Winding Down Time  
6:00 pm  
6:45 pm **Dinner**

7:00 am **Breakfast**  
8:00 am **Larry Kaminer**  
Active Shooter, Shots Fired in the Building! What Do We Do Now?  
9:00 am **Julie Kebler**  
Legal Implications When Using Social Media at Work  
10:00 am **Break, Check-Out**  
10:20 am **Attorney Panel – Legal Challenges for Healthcare Employers. Open Q&A session**  
Noon **Conference Take Away Session**  
12:15 pm **Grand Prize Drawing, Wrap-Up and Evaluations**  
12:30 pm **Adjournment**



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## FEATURED SPEAKERS CONTINUED



**Larry Kaminer**, President, Personal Safety Group. Larry Kaminer is a consultant who helps clients maximize the personal safety of their work forces with practical strategies focused on the avoidance of crime. Kaminer works with human resource, security and risk mitigation personnel on enhancing the intangible: the level of situational awareness of each individual. Larry was born and raised in Johannesburg, South Africa during the turbulence of Apartheid. He has traveled extensively in Southern Africa including visits to and dealing with multiple personal threat situations in high risk destinations. He became a lifetime student of personal safety and crime avoidance after surviving several assaults and a shooting. His sense of situational awareness and personal security were heightened after an attempted home invasion and as a witness to political unrest and rioting during the 1976 Soweto uprisings.



**Julie Kebler**, Attorney and Owner, Garvey, Schubert and Barer, provides employment and traditional labor counsel to employers in both the public and private sectors, with a special emphasis on healthcare. With over thirty years of legal experience from the perspectives of a private, government and in-house counsel, Ms. Kebler is known for alerting clients to potential problems and taking steps early to reduce the possibility of expensive disputes, union issues and litigation. Thoughtful planning and foresight can reduce but not totally eliminate an employer's exposure to employment and labor related disputes and claims. When claims are made or union disputes arise or lawsuits filed, Julie's experience underscores effective advocacy.

## GOLF, FLY FISHING, HIKING, SPA OUTINGS

Suncadia offers some of the best golfing, fly fishing and hiking in the Northwest. It also has a great SPA. Check out their website at [www.suncadia.com](http://www.suncadia.com) for additional information.

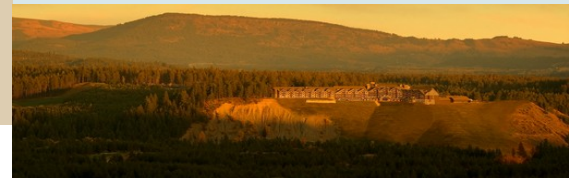
Interested in a Golf Challenge, just an opportunity to kick up some grass or a round of 18 holes? If so, please contact **Jack Powers** of Central Washington Hospital at [jpowers@cwhs.com](mailto:jpowers@cwhs.com) or (509) 665-6139 to sign up. All skill levels (or lack thereof) welcomed!

## ACCOMMODATIONS

We will be hosting our Fall Conference at the Suncadia Lodge in Cle Elum, WA. Suncadia Lodge is located alongside the sparkling waters of the Cle Elum River and surrounded by 1200 acres of pristine pine forest.

Lodging for the conference at Suncadia Lodge can be booked now through August 9th at the special WSHHRA rate of \$139 per night plus a \$20 resort fee. There are also a few one bedroom suites available for \$199 per night plus the resort fee.

Reservations can be made by calling Suncadia Lodge at 1-866-904-6301 or online at <https://gc.synxis.com/rez.aspx?Hotel=12325&Chain=5156&group=WSHHRA>. Be sure to use the Group ID "WSHHRA" to ensure our conference rate when booking online. Bookings made after August 9th are not guaranteed the WSHHRA rate, but ask, it may still be available.



## Consider a Membership in ASHHRA!

The Washington State Healthcare Human Resources Association (WSHHRA) is an affiliated state chapter of the American Society of Healthcare Human Resources Administration (ASHHRA). As an affiliated chapter, WSHHRA members benefit from many of the resources of ASHHRA. However, individual memberships in ASHHRA offer additional benefits. ASHHRA supports an interactive online resource for education, professional development, tools and resources for the Healthcare HR professional. There are opportunities for professional recognition and rewards and professional leadership opportunities. The national ASHHRA conference offers top notch educational and networking sessions with other healthcare HR professionals. In addition to your WSHHRA membership, consider a membership in ASHHRA. It is the only national professional organization totally dedicated to meeting the professional needs of HR leaders in Healthcare.

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**REGISTER BY  
AUGUST 27, 2010  
TO RECEIVE THE  
DISCOUNTED  
RATE**

Payment Options:

Check – Payable to WSHHRA.  
Please enclose registration  
form and send full payment to:  
Virginia Mason Medical Center  
Attn: Steve Stahl,  
President-Elect, WSHHRA  
1100 9<sup>th</sup> Avenue, MS G2-HR  
Seattle, WA 98101

Credit Card – [www.wshhra.org](http://www.wshhra.org)  
Please use online registration  
form and PayPal link to register  
for and pay the Fall  
Conference 2010 registration  
fee.

Have questions about the  
conference? Feel free to  
contact Steve Stahl at (206)  
223-7645 or at  
[steven.stahl@vmmc.org](mailto:steven.stahl@vmmc.org).

*\*Save \$10 on your registration by joining  
WSHHRA (\$90 Membership rate.)*

## REGISTRATION FORM

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Company \_\_\_\_\_

Title \_\_\_\_\_

Business Phone \_\_\_\_\_

E-mail \_\_\_\_\_

### CONFERENCE REGISTRATION:

- \$195 WSHHRA members by 08/27/2010
- \$215 WSHHRA members after 08/27/2010
- \$295 non-members by 08/27/2010\*
- \$315 non-members after 08/27/2010

### ATTENDING DINNER:

- Yes (Price of Dinner Included w/Registration)

### ADDITIONAL DINING RESERVATIONS:

- \$40 per additional non-registered guest

Guest Name(s) \_\_\_\_\_

**Note:** You can register online via our website [www.wshhra.org](http://www.wshhra.org).

If you are a member of WSHHRA and budgetary constraints make attendance at this conference difficult or **if you have any special dietary requirements**, please contact Steve Stahl at (206) 223-7645 or [steven.stahl@vmmc.org](mailto:steven.stahl@vmmc.org).