

OSHHRA/WSHHRA Fall Conference

Oregon State Healthcare Human Resources Association

Washington State Healthcare Human Resources Association



CONFERENCE HIGHLIGHTS

- The Four Pillars of HR Leadership
- Caution! Using the Internet and Social Networking Sites to Screen Applicants.
- Managing Difficult Behaviors in the Workplace—an Interactive, Panel Discussion
- A WA, OR, and Federal Legal Update & Current “Hot Topics”
- Strategic Exit Interviewing: Cutting Edge Practices in Exit Interview Management
- Vendor exhibits, drawings, and a grand prize drawing.
- PHR, SPHR, GPHR recertification credit.



OSHHRA/WSHHRA Fall Conference

Monday - Tuesday, September 8 - 9, 2008

Vancouver, WA

FEATURED SPEAKERS



BEN LASTIMADO, is the Vice Chancellor for HR and Labor Relations at Grossmont-Cuyamaca Community College District. His inspiring presentation focuses on a “customized” HR leadership tool. This tool will show how HR leaders can acquire support for their strategies and demonstrate that HR is “strategic able.” Learning objectives: 1) Make clear that strategies and HR leadership are distinctively separate but systematically depend on each other for success; 2) Participants will know how to apply the leadership tool when presenting the HR strategy; and 3) Provide a model where HR can develop their distinct leadership model.

JARED CALLAHAN, is the Director of Client Services for Employment Screening Resources in Novato, CA. In this session, participants will examine the pros and cons of using MySpace and Facebook as part of their pre-employment process, including privacy and discrimination issues.



JULIE KEBLER & DR. MCCLUNG, The “Potstirrer,” the “Bully,” the “Needy.” All of us have worked with or had to supervise these types of personalities in the workplace. They are the difficult employee who often skirts the edge of discipline, who have continual “issues” and may be the root of why an entire work group is dysfunctional. This presentation presents a unique collaboration of the Legal, Employee Assistance, Human Resources, and Medical perspectives. It is designed to provide Human Resource Professionals with a greater understanding of how to practically approach and effectively respond to the difficult personality in the workplace.

CONFERENCE SCHEDULE

MONDAY

7:00am **Registration, Vendor Exhibits**
Continental Breakfast

8:00am **Welcome, Introductions**

8:30am **Ben Lastimado**
Four Pillars of HR Leadership

10:30am **Break, Vendor Exhibits**

11:00am **Jared Callahan**
Caution! Using the Internet and Social Networking Sites to Screen Applicants

12:30pm **Lunch, Vendor Exhibits**

1:30pm **Julie Kebler, Dr. McClung, &**
Managing Difficult Behaviors in
the Workplace

3:00pm **Vendor Exhibits**

3:15pm **Vendor Gift Drawings**

3:30pm **Continuation of Above**
Presentation

4:30pm **Business Meeting**
Be Informed!

6:00pm **Dinner**
Music by Guitarist: Toshi Onizuka

TUESDAY

7:00am **Breakfast, Roundtable Discussions**

8:00am **Mary Drobka & Carol Bernick**
WA, OR, and Federal Legal Update & Current “Hot Topics”

9:30am **Break and Check Out**

10:00am **Beth Carvin**
Strategic Exit Interviewing: Cutting Edge Practices in Exit Interview Management

12:00pm **Evaluations & Grand Prize Drawing**

12:15pm **Adjourn**

OSHHRA/WSHHRA Fall Conference

Monday - Tuesday, September 8 - 9, 2008

Vancouver, WA

FEATURED SPEAKERS CONTINUED



MARY DROBKA is a partner at the Seattle, WA office of Davis Wright Tremaine, LLP. She will be co-presenting with Carol Bernick, updating participants on current legal updates and issues at both the state and federal level, as well as current “hot topics” in the employment area.



CAROL BERNICK is a partner at the Portland, OR office of Davis Wright Tremaine, LLP. She will be co-presenting with Mary Drobka, updating participants on current legal updates and issues at both the state and federal level, as well as current “hot topics” in the employment area.



BETH CARVIN is the CEO & President of Nobscot Corporation and is a nationally recognized expert on employee retention and exit interviews. In this session, we will discuss the latest techniques and strategies to make exit interviews work for you. Identify reasons for employee turnover, stop employee litigation before it starts, rebound high performers who have left the company, and measure the success of diversity and glass ceiling initiatives. Join us and learn about exit interview methodologies, optimal time to conduct exit interviews, participation rate goals and how to reach them, tracking and reporting on data by demographic groupings, and much more.

ACCOMMODATIONS

We will be hosting our Fall Conference at the Heathman Lodge. The resort sits in a rustic setting on the north bank of the Columbia River in Vancouver, WA. Whether it's shopping, arts, music, nature, or sports, the Heathman Lodge has convenient, central access.

Reservations can be made by calling **1-888-475-3100**. Mention meeting code WSHHRA or OSHHRA to receive the group pricing of \$99 per night.

Group rate will not be available after August 20, 2008.

Visit www.heathmanlodge.com

Additional hotel coverage is available at Residence Inn by Marriott, located across the street from the Heathman Lodge. Their number is (360) 253-4800.



GOLF OUTING

Interested in an Interstate Golf Challenge? If so, please contact **Jack Powers** of Central Washington Hospital at jpowers@cwhs.com or (509) 665-6139 to sign up. All skill levels (or lack thereof) welcomed!

SPA SERVICES

Spas and salons are available throughout Vancouver and Portland. Visit www.spafinder.com to locate a spa that suites your style and treatment type.

OSHHRA/WSHHRA Fall Conference

Oregon State Healthcare Human Resources Association

Washington State Healthcare Human Resources Association

Monday—Tuesday, September 8 - 9, 2008

Vancouver, WA



REGISTER BY
AUGUST 22 TO
RECEIVE THE
DISCOUNTED
RATE

Please enclose registration
form and full payment to:

WSHHRA
Kadlec Medical Center
Attn: Cara Hitt
Human Resources
888 Swift Blvd
Richland, WA 99352

Make checks payable to
WSHHRA

OSHHRA
**Oregon Association of
Hospitals & Health Systems**
Attn: Birgit Becker
4000 Kruse Way Place 2-100
Lake Oswego, OR 97035

Make checks payable to
OSHHRA

REGISTRATION FORM

Name _____

Address _____

City, State, ZIP _____

Company _____

Title _____

Business Phone _____

E-mail _____

CONFERENCE REGISTRATION:

- \$175 WSHHRA or OSHHRA members by 08/22/08
- \$195 WSHHRA or OSHHRA members after 08/22/08
- \$275 non-members by 08/22/08*
- \$295 non-members after 08/22/08

ATTENDING DINNER:

- Yes (Price of Dinner Included w/Registration)

ADDITIONAL DINING RESERVATIONS:

- \$40 per additional non-registered guest

Guest Name(s) _____

Note:

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 Kristen Fox at (509) 942-2207 or foxk@kadlecmed.org. If you are a member of OSHHRA, please contact Cheryl Gebhart at (503) 537-1772 or cheryl.gebhart@providence.org.