



## HR: CHANGE IS THE ONLY CONSTANT

**DENVER-Embassy Suites by Hilton Denver Tech Center North**  
**7525 East Hampden Ave, Denver, CO 80231 303-696-6644**

### Wednesday, October 16, 2019

- 11:00 Executive Committee 2020 Planning, lunch provided  
5:00 Social Event with Business Partners

### Thursday, October 17, 2019

- 7:30 *Breakfast and Networking*  
8:30 **New Member Orientation & ASHHRA presentation:** Tanya Rippeth  
9:00 **Stephanie Wachman: Create a Focused and Distraction-Free Environment**  
11:00 **Business Partner Intros:** Michelle Pollart  
11:30 *Lunch and Networking*  
12:30 **Leading Through M&As. HR as a Change Agent:** Nicole Schell  
Nico Brown Vail Health, Jeff Johnson UHealth, Morre Dean Centura Health  
1:45 **Breaking the Pay for Performance Link:** Eric Marburger and Lori Graves  
2:45 *Break*  
3:00 **The Equal Pay for Equal Work:** Brian Ayers  
5:30 *Dinner and Social Event*

### Friday, October 18, 2019

- 7:30 *Breakfast and Networking*  
8:30 **CHHRM General Meeting:** Tanya Rippeth  
9:00 **Business Partner Announcement & Break:** Michelle Pollart  
9:30 **Hot Topics in Employment Law for the Healthcare HR Professional:** Brian Sabey & Mary Kate Liffbrig  
10:45 **Shift Happens! Leading Compassionately Through Change:** Shawna Simcik  
12:00 *Lunch and Networking*  
1:00 **Community Partnerships in a Time of Need: Lessons Learned from the 2018 Spring Fire:** Karen Bryant and Dave McGraw  
2:15 *Break*  
2:30 **Change Your Mind, Create New Results:** Bev Adams  
3:45 *Raffle & Adjournment*

Thursday, October 17, 2019



## Create a Focused and Distraction-Free Environment

Stephanie Wachman

Squeezing more hours out of your day is not always possible. If your workload is growing, and you constantly feel overwhelmed and stressed then this is the right talk for you.

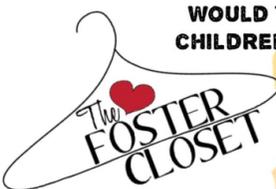
In this session you will learn how to manage your time and energy to lower your stress, increase your productivity, improve work performance and find more balance in your life.



- ✓ Learn how to plan your days and weeks strategically
- ✓ Prioritize tasks
- ✓ Say “no” to nonessential tasks
- ✓ Delegate and limit distractions
- ✓ Become less stressed and more efficient and productive
- ✓ Learn how to use your energy to increase productivity

Stephanie Wachman, Founder and CEO of Symetree Strategies is an international author, speaker and business development expert that specializes in creating real business solutions. Her highly engaging approach to managing business development, time, stress, and distractions helps organizations achieve better results. She was born in Montreal, Quebec Canada where she received her BA in Communications from McGill University. She is the author of *OWN your Time*; and the soon to be released “Sales without Selling” a step by step guide to grow your business without being salesy. Stephanie’s areas of specialty include time management, business development, leadership skills, conflict management and corporate culture. Stephanie is past-president of the International Coach Federation and lives in Denver with her husband and two sons.

Stephanie’s has been featured on 9News Denver and The Entrepreneur Pros Radio show on 560AM Denver, LawSome Podcast and published in ColoBiz and 5280 Magazine.



**WOULD YOU LIKE TO HELP CHILDREN IN THE ARKANSAS VALLEY?**

**DONATE:**

- \* CLOTHING
- \* BEDDING
- \* STUFF ANIMALS
- \* BABY ITEMS
- \* BACKPACKS/REUSABLE BAGS
- \* HYGIENE PRODUCTS
- \* ANYTHING THAT MAY HELP A CHILD IN NEED

We greatly appreciate you helping us get the foster closet started! Caitlin Hansen, Ivy Hanagan and Beth Valencia

**DROP OFF:  
TAKE THYME AWAY  
602 COLORADO  
LA JUNTA CO 81050**

## Leading Through Mergers & Acquisitions. HR as a Change Agent

Nicole Schell, MBA, FACHE, PHR, SHRM-CP, Human Resources Services Director at UHealth and ASHHRA Region 8 Representative



Nicole has functional responsibility for human resources within the UHealth Medical Group. In her role, Nicole supports UHealth Medical Group clinics across the Front Range. Nicole's human resources work experience has been dedicated to the healthcare industry in a variety of settings in Minnesota and North Dakota, she relocated to Colorado in 2017 when she joined the UHealth team. Nicole received her MBA in Health Administration from the University of Colorado and is board certified in healthcare management as a Fellow in the American College of Healthcare Executives. Nicole currently serves as the Region 8 ASHHRA Representative.

The only constant in life is change, and no industry has experienced more change and upheaval in recent years than the healthcare industry. Hospitals have been caught up in a sweeping trend of consolidation and there has been much debate about whether consolidation in the healthcare sector will help or hurt patients, with many arguing that fewer hospitals will result in higher prices and inferior care. Others argue the exact opposite. The forces driving change are varied, as are the approaches hospitals are taking to adapt. One of the clearest consequences of change is the recent surge in merger and acquisition activity. As a leader in the healthcare industry, executives must be prepared to lead their organization, their employees and community through this transition.



Morre Dean, MBA, FACHE, serves as Senior Vice President and Chief Integration officer at Centura Health. He oversees strategic partnerships with health systems, hospitals, physician groups, and other community organizations to facilitate growth and community relationships. In addition, he also manages the strategic priority of Market Growth outlined in Centura Health 2025. After serving as a CEO of Walla Walla General Hospital and Glendale Adventist Medical Center, Dean joined the Centura Health family in 2011 as the chief executive officer for Parker Adventist Hospital. He was named president, South Denver Group and chief executive officer, Porter Adventist Hospital in March 2015.



Jeffrey Johnson is the Vice President of Human Resources for the Southern Colorado region. This includes Memorial Central & North Hospitals, Grandview Hospital and Pikes Peak Regional Hospital. Jeff also has system oversight for Employee Health, Worker's Compensation, Wellness, HR Service Center and HR Credentialing. He has over 30 years of experience in healthcare human resources. Prior to joining Memorial Hospital and UHealth, he worked at Bronson Healthcare Group and its affiliates (Bronson is a Malcolm Baldrige recipient and Magnet Hospital).



Nico serves on the Executive Leadership Team at Vail Health and leads both Howard Head Sports Medicine and Business Development for Vail Health. Howard Head serves Eagle, Summit, and the surrounding counties, as well as visitors and athletes from around the world who trust Vail as a center of orthopedic excellence. He is also the founder of the SafeFit® Wellness Program, which has provided innovative solutions for keeping ski resort's active workforces healthy nationwide. He is a member of the American Physical Therapy Association, the American College of Healthcare Executives, an advisor to USA Climbing, and also serves on boards for both the Colorado Association of Healthcare Executives and the Western Healthcare Alliance.

Attendees of this presentation will understand:

- Discuss the issues driving hospital consolidation
- Discuss the leadership traits and tools that lead to a successful transition
- Discuss mergers and acquisitions that have taken place in the local healthcare market and the impact on healthcare
- Discuss one or two essential skills a healthcare leader needs to be prepared for future consolidation.
- Discuss legal aspects and operational issues that may arise from consolidation
- Discuss impact on the community, employees and physicians
- Discuss how to prepare, involve or educate governance board

## Breaking the Link Between Pay for Performance

Laurie Graves, Graves Consulting and Eric Marburger, ESM Consulting Services



Laurie has more than 25 years of experience in Human Resources leadership and through Graves Consulting has worked in several areas within HR. Her primary focus areas are Compensation & Benefits, HR Strategic Planning and Performance Management. She has many municipal clients throughout Colorado as well as multiple clients across the US that include municipalities, non-profit organizations and publicly and privately held organizations in a variety of industries. Graves Consulting, LLC was founded by Laurie Graves. Laurie holds professional designations from the Society for Human Resources Management (SPHR), the International Foundation of Employee Benefit Plans (CEBS), and the National Alliance for Insurance Education and Research (CRM).



Eric Marburger is the owner and President of ESM Consulting Services and has been a human resource and compensation consultant since 1998 and a human resource professional since 1986. Before consulting, both privately and with the Mountain States Employers Council/Employers Council, he served as the HR Director for El Paso County, Colorado, a diverse organization with over 2,500 employees. He has been an HR executive in several unionized environments in the private and public sectors. Eric has a bachelor's degree from the University of Maryland and a Master of Business Administration from Hood College with a concentration in Public Administration. He has been certified as a Senior Professional in Human Resources from the Society for Human Resource Management and as a Certified Professional from the International Personnel Management Association. Eric has served on the IPMA-HR/Colorado Board of Directors and on numerous IPMA-HR/National Committees.

Laurie Graves and Eric Marburger will discuss the growing trend to eliminate tying employee pay increases to a traditional performance review system and to reallocate the managerial time spent in "rating" to "coaching and mentoring". The presentation will include a case study recently implemented at Aspen Valley Hospital in Aspen, Colorado.

Attendees should learn understand that:

- While Pay for Performance intuitively may make sense, it rarely works as designed
- Time can be shifted from rating and comparing employees which does not truly add value, to mentoring and coaching employees
- When performance ratings and pay are disconnected, more meaningful discussion can take place
- Pay is managed by market factors while performance continues to be an emphasis for all

## Equal Pay for Equal Work

Brian Ayers, Managing Attorney, Pay Equity Services at Employers Council



Brian Ayers is the Managing Attorney for Affirmative Action Planning and Pay Equity at Employers Council. Brian joined the Council in March 2017 having previously practiced in New York. Brian advises members on state and federal pay equity laws and prepares Pay Equity Analyses for members who wish to conduct a statistical analysis of their pay structure and possible legal vulnerabilities. Brian also advises members on their affirmative action obligations and on compliance with federal contracting requirements. Brian trains members on a variety of topics, including pay equity, affirmative action, labor law, union relations, employee discipline, and negotiating. Brian is a native of Rochester, New York, and moved to Colorado for the second time in March 2017. Brian received his Bachelor of Arts in Political Science from American University, and his law degree, cum laude, from Indiana University Maurer School of Law. Brian is admitted to the state bar in New York and Colorado. In his spare time, Brian likes to travel, read history, collect outdated maps, and futilely root for his hometown Buffalo sports teams.

Attendees of this presentation will understand:

- How equal pay is enforced at the federal and state level
- Recent trends in state equal pay laws
- How to conduct a Pay Equity Analysis
- How factors that can justify a pay disparity are evaluated
- What employers should do to protect themselves

## Hot Topics in Employment Law for the Healthcare HR Professional

Mary Kate Liffbrig and Brian Sabey, Hall Render Killian Heath & Lyman



Mary Kate, Attorney at Hall Render Killian Heath & Lyman focuses her practice in the areas of labor and employment law, with an emphasis on counseling employers through all areas of the employment relationship. She counsels clients on a wide variety of employment law issues, such as hiring and disciplinary matters, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Family Medical Leave Act, wage and hour issues, handbook and policy review/creation and employment contract drafting and negotiations. Mary Kate earned her undergraduate degree from the University of Notre Dame and her J.D. from Vanderbilt University Law School.



Brian is an associate in the Health Litigation practice group. His practice focuses on counseling health care providers on employment law, compliance, antitrust and litigation matters. Brian grew up in Colorado and attended Brigham Young University for both his undergraduate and law school degrees. Aside from work, Brian enjoys sports, literature, film, hiking, essay writing, church service and spending time with his family.

In this presentation, Mary Kate and Brian will cover recent developments and trends in labor and employment law, both federal and Colorado-specific. They will examine recent EEOC enforcement actions and settlements including a discussion regarding the continuing impact of the #MeToo movement, recent employment-related lawsuits, and hot topics in wage and hour law. Newly passed Colorado laws that impact the employment relationship, including new “Colorado Chance to Compete” legislation, the “Equal Pay for Equal Work Act,” and legislation impacting home care employees’ compensation and training will be thoroughly discussed.

Attendees of this presentation will understand:

- Trends in Employment Litigation and EEOC enforcement including the #MeToo movement
- Hot Topics in Federal Wage and Hour Law
- Colorado Employment Law Legislative Update, including:
  - “Chance to Compete Act” (House Bill 19-1025)
  - CO Equal Pay for Equal Work Act (Senate Bill 19-085)
  - Improve Wages and Accountability Home Care Workers (Senate Bill 19-238)

## **Shift Happens! Leading Compassionately Through Change**

Shawna Simcik, Coach / Consultant at ICC: Innovate. Coach. Consult



Shawna is a founding partner of ICC: Innovate. Coach. Consult., and she is responsible for managing and fostering client relationships, ensuring consistent delivery of team and leadership development services and planning and executing the business strategy to consistently deliver innovative solutions.

Change is the “new black.” It’s the rule in today’s business environment, no longer the exception. This fast-paced session gives managers and leaders practical knowledge and tools for leading their people through periods of change successfully... from understanding how to really get people on board with change and the stages employees will have to work through before they can fully embrace new initiatives... to best practices, practical processes and sound communication strategies for implementing change with as few casualties as possible.

Attendees of this presentation will understand:

- The difference between change and a transition and why most change initiatives often fail
- The three basic keys to successful change
- Specific strategies to help people through various stages of transition

## **Community Partnerships in a Time of Need: Lessons Learned from the 2018 Spring Fire**

Karen Bryant, COO with Prowers Medical Center, and Dave McGraw, Emergency Preparedness and Response Director at Spanish Peaks Regional Health Center



Originally hired to develop a Personnel Department for the hospital in January 1992, Karen has served under CEOs who have afforded her extensive growth opportunities in the development of her leadership potential. She provides oversight to the various operational and support services departments including: Human Resources, Information Technology, Facilities Management, Environmental Services, Food Services, Language Access Services, and Rehabilitation Services. She provides planning, coordinating and administering functions related to: Community Outreach/Marketing, Volunteer Services/Auxiliary, Risk Management, Emergency Preparedness, Legal Liaison and the Worksite Wellness Program. She provides contributions to the development, organization and execution of educational opportunities and quality management processes throughout the hospital.



Dave has served as the Safety and Security Officer as well as the Emergency Preparedness and Response Director for 28 years at SPRHC. During this time, Dave has served as the Chairman of the facility Safety Committee and the Chairman of the Emergency Preparedness Committee since its inception 20 years ago. He is the Chairman of the Colorado South Region Health Care Coalition – Governing Board, Colorado Hospital Association - Hospital

Preparedness Advisory Group, founding member of the Association of Healthcare Emergency Preparedness Professionals, member of the Colorado Health Care Association and Center for Assisted Living - Safety and Emergency Preparedness Committee, and the Huerfano County Multi-agency Coordination Group. He is responsible for the development and maintaining the All Hazards Response Plan for SPRHC. He holds certificates in IS100, 200, 700, 800, 402, 546, and 547. He is also a HazMat Operations for First Receivers Instructor.

Presenters will share lessons learned and strengths from emergency management, medical evacuation/receiving and resource coordination perspectives with Healthcare Coalitions.

Attendees of this presentation will understand:

- Lessons learned and what to consider for your future planning
- Education on medical evacuation and receiving from a human resources point of view
- Resource coordination take-aways with Healthcare Coalitions

## **CHANGE YOUR MIND, CREATE NEW RESULTS**

Bev Adams, President / Founder / CEO Interior Intuitions Inc



Bev is part of a global team as a Certified Neuro Change Solutions Consultant for Neuroscientist, researcher, and author, Dr. Joe Dispenza. As the Founder, & President of Interior Intuitions Inc., Bev has implemented her wealth of knowledge, and 45 years of experience as a business and community leader. Bev has served on the National Board Design Council of NKBA, as NKBA Chapter President (residing over 4 States), has been the recipient of many design accolades, has Judged design contests both Nationally and Regionally and is a published Certified Kitchen & Bath Designer (CMKBD) and Interior Designer.

Are your emotions governing your behavior, actions and habits? Is stress impacting how you create future opportunities, your productivity and or how you communicate? How do you recharge your human battery with too much to do? After attending this session, attendees will learn why and how neuroscience impacts communication, habits, moods, and temperaments. Attendees will learn a formula for re-wiring their brain and how to change brain waves patterns to be more effective in any decision-making process and or leadership capacity. Attendees will understand the science behind 'change' and how personal change and transformation provide insights for true leadership, fostering collaboration, innovation, and creativity within business cultures. Attendees will understand how to handle business situations with a higher level of emotional intelligence.

Attendees of this presentation will understand:

- How emotion produces thoughts and why it connects to the chemistry of behaviors actions, & future opportunities
- How stress or a 'state of emergency' affect productivity, communication
- How thoughts turn into a habit, mood, or temperament
- What stress is and how to manage it
- How to handle business situations with a higher level of emotional intelligence
- Understand resilience in the four domains of the body (physical, mental, emotional, spiritual)
- Learn how perception, aptitude, is altered by brain waves
- How 'the environment' (personal or business) drives the neuroscience of an individual
- How to deal with 'change'