

## Thursday, November 12, 2020

- 8:00 am CHAHRM Member and Business Partner Introduction
- 8:45 am *Break*
- 9:00 am **Keynote – *Translating Your Experience into Influence***  
**Marion Spears Karr**
- Break*
- 10:30 am *What is the practical value of Diversity, Inclusion and Equity?*  
Rollis Fontenot III
- 11:30 am *Lunch*
- 12:45 pm *Maintaining a People Centered Focus Through COVID*  
Nicole Schell, Christina Lovelace and Christie Velasco
- 1:30 pm *Break*
- 1:45 pm *2020...It's not just COVID-19 that will keep us awake in 2021*  
Michael Santo
- 2:45 pm *Closing Remarks*

## Translating Your Experience Into Influence

*Marion Spears Karr*



Marion Spears Karr joined Tyler & Company in 2018 and serves as Vice President. Through his various roles and experiences, Marion believes that his most significant impact is in executive search, which brought him to Tyler & Company.

With over 27 years of experience in healthcare executive recruiting and talent acquisition, Marion brings a distinguished set of skills in leading successful recruitment teams that specialize in nursing leadership, C-level, Vice President and Senior Director-level searches. He has developed a deep understanding of the complex challenges facing healthcare and nursing leaders in the current market.

In addition to search, Marion participates in motivational speaking, leadership coaching, individual/team development, story-telling and clean stand up-comedy for a vast array of audiences. He has developed renowned principles, such as the Accomplishment Culture© Model, and obtains several certifications that support his coaching and speaking engagements.

Having suffered a traumatic brain injury years ago, Marion is involved with several organizations that support brain injury research and recovery programs. He is involved with several nursing organizations and is a co-leader/developer for the Nurses on Board program, which prepares nurse leaders for roles in healthcare governance. Marion serves as an advisory board member of the Georgia Nursing Leadership Coalition and is actively involved with several other relevant organization.

### Translating Your Experience into Influence

Healthcare professionals today bring a specific career/ life experience that positions them to make a positive impact in a variety of settings. These environments could include health policy development, non-profit or for-profit boards of directors, and any groups that provide services or oversight of organizations focused on activism – healthcare system boards, regional and national health interest groups (diabetes, cancer, heart, etc.) and other civic or service entities. Healthcare professionals need a seat at the table because of the depth of value their individual and collective career/life experiences bring to the discussion.

#### Learning Objectives

Participants will:

- Develop an understanding of the depth of their experience and capabilities, and how it positions them for more significant influence
- Learn to create a mindset of their value proposition in a board governance role and the positive impact they can have on service organizations
- Learn how their career/life experience and a deeper understanding of its value can be used to further their career, board involvement or future opportunities within their current organizations

**Marion Spears Karr**  
Creator of Accomplishment  
Culture©



## What is the practical value of Diversity, Inclusion, and Equity?

*Rollis Fonetnot III*



Rollis Fonetnot III is a national speaker, live stream host, author and founder of Ascend HR Corp & HR Maximizer Inc, the only subscription-based talent acquisition service of its kind in the US. He has appeared in Forbes Magazine, ASHHRA's Pulse, Locum's Life and other publications. He has spoken at the 2016 & 2017 FIME Expo, 2018 HR Maximizer Conference, 2019 ASHHRA National Conference, 2019 & 2020 HHHRA / HR Maximizer Conference, 2020 IAFP Monthly Meeting and the 2020 Missouri Hospital Association Monthly Meeting. He hosts a live weekly show called #perspectiveslive that reaches thousands each week. He has a network of over 200k in direct connections and groups on LinkedIn.com and runs one of the largest healthcare executive groups on

LinkedIn with over 110k members.

His company has received multiple awards over the years including the "Best and Brightest Companies to Work For" and focuses on helping hospitals and healthcare organizations to hire registered nurses and other clinical talent faster, and more cost effectively, using a unique combination of proprietary video and other content that is curated and distributed to the clinical community.

His firm has produced hundreds of videos with over 1.5 million views that has led to hundreds of clinical and provider hires for its clients.

### What is the practical value of Diversity, Inclusion & Equity?

This presentation will explore the differences between diversity, inclusion and equity and discuss how healthcare human resource professionals can incorporate this information into their talent acquisition strategy. Suggestions on how to measure progress and how to ensure hiring managers can help shift culture over time will be reviewed through a look at best practices.

#### Learning Objectives

Participants will:

- Learn key differences between diversity, inclusion and equity
- Learn best practices to measure current and future progress from a talent acquisition perspective
- Learn how hiring managers can be helped to see the practice value of a D. I. E. Focus
- Learn what will it take to shift the culture over time



## Maintaining a People-Centered Focus Through COVID

*Panel Discussion lead by Nicole Schell and featuring: Christina Lovelace, Shannatay Bergeron, & Christie Velasco*



Nicole is an Human Resources Services Director for UHealth, supporting the UHealth Medical Group. Nicole has been dedicated to healthcare human resources for over 15 years supporting organizations of varying sizes, geographic locations, and ownerships statuses. In addition to her full time work as an HR practitioner, Nicole also teaches master's level coursework in human resources management. Nicole received her MBA in Health Administration from the University of Colorado, is board certified in healthcare management as a Fellow in the American College of Healthcare Executives, is Certified in Healthcare Human Resources, a Professional in Human Resources, and a SHRM Certified Professional. Nicole is a qualified neutral, certified executive coach, Just Culture® Champion, and master trained in Team STEPPS®.

Nicole is active in the American Society for the Healthcare Human Resources Administration (ASHHRA), serving as the Region 8 Consultant, and she is also active in the Colorado Association of Healthcare Executives (CAHE) chapter, serving as the 2020 president elect.



Christina Lovelace is the Director of Human Resources at Gunnison Valley Health. As a member of the Executive Team, it has been her passion to partner with leaders and senior leaders to develop a strong culture while supporting all teammates on their journey to excellence within a rural healthcare environment. She joined Gunnison Valley Health in 2010 as a HR Specialist and assumed the Director role in 2012. Prior to healthcare, Christina worked in the cruise line industry as a Recruiter for Norwegian Cruise Line and enjoyed traveling the world recruiting shipboard talent.

Christina earned her MBA in 2009 from Florida International University and her Bachelor's degree in Business Management with an emphasis in Human Resources Management from the University of Central Florida in 2006.

Christina moved to Gunnison in January 2010 from Miami, FL where she was born and raised. She enjoys all of the benefits of living in a mountain town such as mountain biking, playing ice hockey, snowboarding, and hiking 14ers. Christina and her husband have two young daughters and enjoy raising their family in a wonderful community.



Shannatay is a Senior Business Partner for Vail Health in Vail, CO. She joined Vail Health in 2017 and has had the opportunity to witness and be a part of the organization's tremendous growth over the years. Human resources wasn't her initial path in life but quickly discovered she loved being able to serve those in her communities and healthcare helped take it one step further. She earned her BS in Human Resource Management from Colorado State University and is continuing to expand her knowledge by obtaining certifications in the industry. Shannatay holds a SHRM-SPC, CHHR and PHR.

When Shannatay isn't working, she enjoys spending her time with her family and her fur-babies. She loves to live the 'typical' Colorado lifestyle by riding her motorcycle, playing hockey, mountain biking, snowboarding, wakeboarding, hiking and anything else that gets her outside.

### **Maintaining a People-Centered Focus Through COVID**

This presentation will explore the challenges confronted by HR professionals during the COVID crisis, sharing of actions taken and the result, and valuable lessons learned.

#### **Learning Objectives**

Participants will:

- Learn about critical staffing decisions made
- Learn from a discussion of the greatest challenges faced
- Learn about new tools and tactics used by HR leaders to help maintain well-being and cope with stress

## 2020...It's not just COVID-19 that will keep us awake in 2021

*Michael Santo*



Michael Santo began practicing law in his home state of Michigan in 1992 after receiving his undergraduate degree from Michigan State University and his law degree from the University of Detroit. After graduating from law school, he fulfilled a lifelong dream of moving to Colorado when he accepted a position with Dufford, Waldeck, Milburn & Krohn and later co-founded the firm of Bechtel & Santo with Betty Bechtel.

Since 1994, Michael has focused his practice on defending companies in employment litigation, including race, sex, age, national origin, religious, and disability discrimination lawsuits; wrongful discharge; and wage and hour matters. In addition, he regularly represents employers in prosecuting and defending claims of trade secret misappropriation, unfair competition, and employee raiding.

In 2014, Michael was lead counsel in the Colorado Supreme Court case, ICAO v. Softrock. This case assisted employers by requiring the Department of Labor to more thoroughly analyze the independent-contractor factors during a Colorado Department of Labor audit. Michael is a frequent lecturer on employment law issues, and contributing author for: *The Practitioner's Guide to Colorado Employment Law, Continuing Legal Education (CLE) in Colorado Inc.* (1999 and supplements); *The Practitioner's Guide to Colorado Business Organizations, CLE in Colorado, Inc.*, (2004); and *The Employer's Advisory*, a Bechtel & Santo quarterly newsletter, published since 1994.

## 2020...It's not just COVID-19 that will keep us awake in 2021

2020 has certainly been an interesting (and busy) year for employment law issues. From the frequent requirements for new leaves for employees, to the Colorado Department of Labor's new compensation regulations, the list goes on and on and on. And things certainly aren't settling down. For example, Colorado implemented a new sick leave that will start in 2021 for most employers while at the same time we're all gearing up for compliance with the Colorado Equal Pay Act, which is also scheduled to become effective in 2021. This Recap will address these and many more issues.

### Learning Objectives

Participants will:

- Learn about new employee leaves
- Learn about new DOL compensation regulations
- Learn about the Colorado Equal Pay Act
- Develop an understanding of the employment law issues human resource professionals will face in 2021 and how to prepare