



“Changing of the HR Landscape”

Thursday, October 6th

11:00am-1:00pm Executive Meeting

1:30pm-2:30- CHA Initiative and Updates

Jeff Tieman, President and CEO, Colorado Hospital Association

2:30-2:45- Break

2:45-4:15- Labor Law and Legal Updates

Beth Ann Lennon, Attorney, Sherman & Howard

Friday, October 7th

8:30-9:00- Business Meeting/Business Partner Introductions

9:00-10:00-The Science and Art of Resiliency

SherryAnn Quindley, Stepstone Connect

10:00-10:15- Break

10:15-11:15 – Stakeholder Engagement: Influence to Build Alignment

Tracy Graff, CEO-Fuse-Igniting Communication

11:15-11:45- Business Partner Presentation-College Invest

11:45-12:30- Lunch

12:30-1:30- Recruiting Trends

Sean Overby, Manager Talen Acquisition, UC Health

1:30-2:30 – Healthcare Compensation Considerations 2022: Beyond Just Money

Richard DeLaCastro, PH.D, Employers Council

2:30- Conference Closing and Thank you

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Jeff Tieman, CEO
Colorado Hospital Association
CHA Initiatives

Jeff joined CHA as President and CEO in August of 2022, after serving as President and CEO of the Vermont Association of Hospitals and Health Systems for six years. In his role at CHA, Jeff provides leadership and direction for the Association’s work to serve and advocate for the state’s 100+ hospitals and health systems. Prior to his tenure in Vermont, Jeff served as chief of staff for the Catholic Health Association, one of the largest networks of not-for-profit health care providers, and as Washington bureau chief for *Modern Healthcare Magazine*. Jeff holds a Master’s degree in Strategic Public Relations from George Washington University and a Bachelor’s in Political Science from Colorado College.

Summary:

Jeff will introduce himself as the new President and CEO of THE Colorado Hospital Association (CHA). He will discuss his background and goals as the new CHA leader.

Learning objectives:

- Introduction to the new leader of CHA
- To learn about the latest CHA initiatives
- To learn about the latest trends in healthcare, in Colorado, as well as nationally and their impact on HR



Beth Ann Lennon, Attorney
Sherman & Howard
Labor Law and Legal Updates

Beth Ann Lennon counsels Colorado employers and national companies in all aspects of their labor and employment law needs, from drafting policies and contracts to providing guidance and representation when faced with agency action or litigation in state or federal court. She employs a proactive approach to practicing law, focused on obtaining the best possible results for her clients. Utilizing alternative dispute resolution tools, such as mediation and arbitration, or seeking early resolution through motions practice, Beth Ann has successfully obtained early and cost-effective dismissals for her clients. Whether guiding employers through the complex patchwork of employment laws or defending them in trial, Beth Ann applies a real-world and practical approach to assisting employers in managing their legal risks.

Summary:

Beth Ann will provide a thorough update on the labor and employment climate in Colorado and discuss significant legislation, impacting HR.

Learning objectives:

- To learn of current labor and employment action in Colorado
- To learn the details and compliance issues of new legislation and regulations impacting HR

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SherryAnn Quindley, CEO, Stepstone Connect
The Science and Art of Resiliency
Promoting Personal and Organizational Resiliency

Ms. Quindley is the CEO and Managing Partner at Stepstone Connect, a national, premiere telehealth organization that provides individual therapy, group therapy and intensive outpatient services for substance abuse and mental health over a secure, HIPAA compliant virtual platform. Prior to joining the Stepstone Team, Ms. Quindley served for over twenty-five years as a Federal Agent in Special Operations.

Summary: As a Federal Agent Ms. Quindley witnessed how first responders, frontline health care professionals and veterans are especially vulnerable to the effects of culminative stress and mental health struggles as they strive to balance their duty of serving and caring for others with concerns about their own well-being and that of their family members.

Learning Objectives

- Recognizing those who serve and care for other may be hesitant to seek mental health.
- Lingering social stigmas, scarcity of culturally competent providers.
- Working with organizational leadership to eliminate the barriers and promote sustainable and effective mental health initiatives.



Tracy Graff, CEO
Fuse-Igniting Communication
Stakeholder Engagement: Influence to Build Alignment

Tracy Graf is the CEO of Fuse – Igniting Communication, an innovative training company that is increasing success for a variety of prestigious organizations across the globe. Fuse customizes workshops to meet their clients’ needs in developing Transformational Leadership, Team Collaboration, and Partnership Development. Fuse - Igniting Communication is the exclusive distributor in the U.S. of workshops that use AI technology to simulate months of realistic workplace experience in the matter of a few hours. Tracy has 20 years of leadership experience in learning and development, project management, marketing, and public relations with Vail Resorts, Life Time Fitness, and Disney on Ice.

In this workshop participants learn how to engage project stakeholders, influence, and build alignment to achieve goals. Gaining stakeholder support for your plan improves project success rate exponentially!

Learning objectives:

- Communication: The ability to effectively exchange information with stakeholders.
- Relationship Management: The ability to manage interactions to provide service and support the organization.
- Global & Cultural Effectiveness: The ability to value and consider the perspectives and backgrounds of all parties in global business.

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Sean Overby,
Manager, Talent Acquisition, UC Health
Recruiting Trends

Sean Overby is a graduate of University of Pittsburgh with a degree in Business Management and Marketing. He started his recruitment career in 2010 in the Oil & Gas industry before moving into corporate recruitment in transportation engineering eventually transitioning into Healthcare in 2016. Since March 2016 he has been a Manager of Talent Acquisition at UCHealth primarily overseeing the recruitment of inpatient clinical staff. Sean is focused on areas of attracting new talent, post-pandemic recruiting trends and market analysis. Sean, his wife Alexis and daughter Willow thoroughly enjoy the therapeutic and endless outdoor adventuring Colorado offers.

Summary: In this presentation Sean will discuss changes in recruiting trends and how organizations need to adjust and adapt in order to secure top talent.

Key Learning Objectives:

- Adapting to the recruiting market
- Outside of the box recruiting tactics
- Post-pandemic recruiting trends
- Changing the recruiter mindset



Richard DeLaCastro, Ph.D
Employers Council
Healthcare Compensation Consideration 2022:
Beyond Just Money

Dr. DelaCastro is a Senior Consultant with Employers Council. He has worked in both the private and public sectors focusing on the consulting, healthcare, higher education, government, manufacturing, and retail industries. He has served in compensation, director, and VP roles across several states.

Summary:

Dr. DelaCastro will discuss the changes in compensation strategies and how organizations need to think outside the box to retain and attract top talent.

Key Learning Objectives:

- Compensation in Healthcare is About More Than Cash
- Additional Rewards That May Drive Employee Wealth Without Adding to Fixed Costs
- The Importance of Market-Based Pay in a Turbulent Market
- Community and Communication Drive Perceived Value of Compensation