

2019 Spring Conference

“Transformational Leadership with Emotional Intelligence”

Thursday, March 7th 2019

- 12:30-1:00pm: New CHAHRM Member Orientation
- 1:00-3:00pm: **Keynote - Haley Perlus, *How to Maximize Energy for Optimal Success in Business and Beyond***
- 3:00-3:15pm: Break
- 3:15-3:30pm: Business Partner Presentations
- 3:30-4:30pm: Ann Hogan, *Workforce Strategy: HR Metrics / Strategic Planning*
- 5:30-6:00pm: Reception, in the Cliff House Music Room
- 6:00-7:00pm: Dinner in the J.S. Morley Ballroom
- 7:30-9:30pm: Totally 80’s Party in the J.S. Morley Ballroom



Friday, March 8th 2019

- 7:00-7:30am: Sunrise Yoga led by Zoey Collins in the Williams Canyon Board Room. please bring a yoga mat or a towel.
- 7:30-8:30am: Breakfast in the J.S. Morley Ballroom
- 8:30-9:00am: General Business Meeting
- 9:00-9:15am: Business Partner Introduction and Break
- 9:15-10:45am: Chuck Passaglia, *HR: This is Us, 2019 Annual Employment Update*
- 10:45-11:45am: Annie Klein & Katherine Garcia, *Addressing Substance Use with Healthcare Professionals*
- 11:45-12:30pm: Lunch in the Red Mountain Bar and Grill
- 12:30-2:00pm: Maranda Miller, *The Unspoken Tragedy: Suicide in Colorado*
- 2:00-2:15pm: Break
- 2:15-3:15pm: Carrie Koh, *Leading with Interpersonal Efficiency*
- 3:15-3:30pm: Drawings and Wrap-up



How to Maximize Energy for Optimal Success in Business & Beyond

Haley Perlus, Ph.D. Sports & Exercise Psychology, Performance Coach for Johnson & Johnson Human Performance Institute

One of the biggest challenges in our industry to generate consistent amounts of high energy is to achieve our personal and professional best. The best way to take care of others is to first take care of you. This presentation is focused on creating opportunities to develop, sustain and harness high levels of mental and physical energy necessary to meet ever-growing demands as well as pursue life's passion.

As a peak performance expert, Dr. Perlus' knowledge of mental toughness training, stress management and productivity techniques will be shared to audience members have specific actionable methods to incorporate immediately to further optimize their daily performance.

Learning Objectives:

- Learn about a combination of scientific theory
- Hear about examples shared from top performers, practice exercises and interactive discussions
- Gain tools to take back to your organizations and for personal use
- Achieve your personal highest standard of performance



Workforce Strategy: HR Metrics/ Strategic Planning

Ann Hogan, M.Ed., SPHR, SHRM-SCP, President of Ann Hogan Consulting

Ann has over 25 years' experience in the Human Resources field, including: training, employee relations, benefits and compensation management, credentialing, conflict resolution, and employee development and strategic planning. Ann is a graduate of Metropolitan State College of Denver with a Bachelor of Science degree in Management and has a Master's Degree in Education and Human Resource Studies from Colorado State University with a focus on Organizational Performance and Change. Ann is a certified Senior Professional in Human Resources through the Human Resource Certification Institute and is professional member of the Society of Human Resource Management, the American Society of Healthcare Human Resources Administration, and the American Society of Training.

Workforce is one of the biggest challenges in any business and especially Community/Migrant Health where there are only so many qualified individuals to go around. With baby boomers retiring the market has gotten tighter as the demand for healthcare services have increased. Do you have a workforce strategy in place for your organization or are you hoping things work out? In this session you will learn steps to create your Workforce Strategy.

Learning Objectives:

- Learn what the HR Metrics are telling you and what to collect
- Creating your Workforce Strategy and the importance of applying the SWOT principles
- Learn to evaluate your strategy progress and make necessary and quick adjustments



HR: This is Us, 2019 Annual Employment Law Update

Chuck Passaglia, with Employment Law Solutions, Inc. and long-time honorary member with CHAHRM



Chuck is an employment lawyer in Denver, Colorado. He also founded and manages Employment Law Solutions, Inc., a human resources consulting firm, which specializes in advice and counseling in employment matters, workplace investigations, and training the entire workforce in critical employment law compliance topics, including ethics, managing employees' absences, compensation and benefits, and protections under federal and state anti-discrimination laws. Chuck received a degree in Philosophy from St. Louis University in St. Louis, Missouri and his law degree from the University of Denver. At the University of Denver, he served on the Board of Editors of the Denver University Law Review.

We laughed, we cried, but most of all we learned from the mistakes of others. This annual employment law update reviews the lessons learned in 2018 and predicts the challenges of managing human resources in 2019. Contrary to popular opinion, the federal government is actively engaged, in particular, in gender and disability discrimination cases, and the new Colorado legislature, controlled entirely by one party, promises to be very active in the workplace arena.

Learning Objectives:

- Hear about legal updates and trends specific to healthcare organizations
- Learn about current Colorado legislation and how it may impact your role as an HR professional
- Best practices for avoiding litigation by learning how they come about



Addressing Substance Use with Healthcare Professionals

Annie Klein and Katherine Garcia, MA, LAC, MAC

Annie Klein is the Prevention Programs Manager at Peer Assistance Services, Inc. (PAS). At PAS, Annie provides primary prevention services to parents, caregivers and working adults across Colorado through the promotion and facilitation of evidence-based family programs, training and policy review. Prior to her management role, she worked in other positions at PAS ranging from administrative to clinical support work across the continuum of care. Annie develops and provides training to employees and supervisors on a variety of topics in order to improve workplace productivity and decrease the effects of on and offsite substance use. Reducing stigma associated with substance use and mental health starts with normalizing conversations.

Katherine Garcia, MA, LAC, MAC is the Clinical Services Manager for the Peer Assistance Services, Peer Health Assistance Programs. She has 12 years of experience working with individuals struggling with substance use and co-occurring disorders. In addition to her work with individual clients, Ms. Garcia has presented to audiences on issues concerning the health and wellness of healthcare professionals. She has done extensive work with professionals in the healthcare community to increase awareness of wellness issues that are unique to the professions such as high rates of Compassion Fatigue, Substance Use, and Suicide. Ms. Garcia holds a Master's Degree in Interdisciplinary Studies with fields of Psychology and Social Work, is a License Addictions Counselor in the State of Colorado, and holds a national certification as a Master Addictions Counselor.

Healthcare professionals promote and advocate for the safety, health, and rights of their patients. However, if confronted with an illness of his or her own, patient safety could be at risk. These

professionals are not immune to substance use or mental health disorders. This presentation will give HR professionals in healthcare settings information about a program available to licensed healthcare providers, who may be struggling with these conditions. The Peer Health Assistance Program provides a continuum of prevention and intervention services to address health conditions that may affect practice. Learn about the impact of substance use and unmanaged mental health disorders in the workplace, signs and symptoms, and how to talk to intervene when concerns arise.

Learning Objections:

- Learn about the impact of substance use and unmanaged mental health disorders
- Signs and symptoms to look for and what to do if recognized
- How-to steps to intervene when concerns arise



The Unspoken Tragedy: Suicide in Colorado

Maranda Miller, BA, CPSIII with Centennial Mental Health

Centennial Mental Health Center Prevention Services Program Manager

Ms. Miller has fourteen years of experience in community based suicide prevention efforts in the ten county region of Northeast Colorado. She currently leads a team of four prevention specialists and one school based mental health specialist.

She is a certified trainer in the following evidence based curriculums: Mental Health First Aid (adult and youth version), Applied Suicide Intervention Skills Training (Master Trainer), Yellow Ribbon Youth Suicide Prevention, More Than Sad; Suicide Prevention for Youth and Educators, Question Persuade and Refer Suicide Prevention Gatekeeper Training, Sources of Strength, Psychological First Aid, Bridges out of Poverty and Working Minds; Suicide Prevention for the Workplace. Ms. Miller is responsible for conducting Behavioral Healthcare Cultural Competency Trainings for Centennial staff and partner agencies. She is currently a board member of the Suicide Prevention Coalition of Colorado and a member of the Bridging the Divide Suicide Prevention Conference Planning Committee. Ms. Miller regularly attends the Colorado Suicide Prevention Commission meetings and meetings with statewide and national suicide prevention leaders.

Colorado ranks in the top ten of many wonderful things such as quality of life, economy, and health, but the stark reality is that our beautiful state is also in the top ten for highest rate of suicide deaths. During this session, suicide statistics will be provided and data trends will be discussed. Join us for this session to learn more about the prevention trainings, programs and efforts in place to combat suicide; the most preventable form of death. Much is being done and more is on the horizon with the hope that someday suicide will no longer wound our families, workplaces and communities.

Learning Objectives:

- Hear suicide statistics and data trends that impacts mental health programs
- Preventative training to take back to your organization
- Take away knowledge of efforts being made to reduce suicide trends



Leading with Interpersonal Efficiency

Carrie Koh MSHA, MBA, Founder, Carrie Koh Consulting, LLC

Carrie Koh is a consultant, executive leadership coach, and former healthcare administrator who is passionate about helping healthcare leaders and teams achieve world class results while alleviating the typical tension and frustration that can exist in this industry. She consults, coaches and teaches leadership concepts that help her healthcare professional clients obtain Interpersonal Efficiency to drive seamless implementation of their highest priority strategies while connecting with colleagues with greater compassion and empathy.

This presentation walks participants through the evolution of Interpersonal Efficiency, why it's important and what happens in its absence. The presentation shares real world examples to solidify understanding from the speaker's time as a parent to a newborn with a life-limiting disease coupled with her perspective and experience as a healthcare administrator, consultant and leadership coach. She then walks the participants through the practical application of a select Interpersonal Efficiency tool to support greater confidence in approaching difficult discussions and moments of opposing perspectives that can often create tensions, frustration and stalled results.

Learning Objectives:

- Create an understanding of Interpersonal Efficiency
- Learn how to incorporate Interpersonal Efficiency into your role as an HR professional
- Step by Step process of approaching conflict with Interpersonal Efficiency



Join us for a fun night of networking and laughs will bring you back to your youth. Come dressed in your favorite 80's garb and get ready for a totally rad time!

Thursday, March 7th following dinner