

Connections

A PUBLICATION FOR BAYSTATE HEALTH TEAM MEMBERS

Team Member Experience

Remote Work at Baystate Helps Bring in Talent

Taking immediate steps to respond to the need for social distancing and keeping employees and community safe during the COVID-19 pandemic, Baystate Health directed several thousand team members to work remotely in April 2020. Since



then, providing remote and hybrid work arrangements has become a competitive factor in the recruitment landscape, for many roles at Baystate and

throughout the globe. Baystate formally adopted a remote and hybrid work community and developed a policy to support a contemporary approach for applicable positions. Included in this approach is the ability to hire workers who will live in many states throughout the country. Pertinent information for managers and employees who work remotely has been communicated in the last few months. For more information visit The Hub and search for "[Remote Work Community](#)."

On-Demand DEI Learning Courses Offered for all Employees

As part of our 2025 Workforce Strategy, Baystate Health is offering Diversity, Equity and Inclusion Learning for all Employees. With Baystate's new interactive, online DEI learning you can grow your



understanding of diversity, equity and inclusion topics affecting today's healthcare workers; improve your confidence and ability to respond to situations; and learn independently, taking courses in any order, at any time. Courses are brief, taking just 15-30 minutes, and stimulate thinking about how to apply learning in the care of patients and with colleagues. [Log in](#) to get started today! Honoring the dignity of all people begins with understanding.

Expand Your Management Knowledge through the Career Accelerator Program Certification

The Career Accelerator Certification program provides our high potential employees with an opportunity to expand their capabilities and confidence as they prepare for potential promotion into a management role. Participants have the opportunity to increase their communication, influence, and goal setting skills and learn basic supervision skills such as delegation and giving feedback.



Connections

A PUBLICATION FOR BAYSTATE HEALTH TEAM MEMBERS

Offered through Dale Carnegie, completion of the seven live on-line courses leads to the Baystate Health Career Accelerator certificate, including a digital badge. Click [here](#) for more information including how managers can nominate employees to participate.



Benefit Aimed at Reducing Financial Stress

Financial well-being was identified by

employees as an area of concern in the recent employee survey and Baystate Health wants to help. All employees are eligible for confidential, free and unlimited access to Money Coaches at My Secure Advantage (MSA). A coach can help you with weekly budgeting, increasing your credit scores, saving for college or retirement, investing, paying off student loan or other debt, and more. Plus, the MSA website has videos, articles, calculators, and a budgeting tool called MSA Wallet to help you manage your day-to-day expenses and reach your goals faster. Start by taking the online financial assessment on baystate.mysecureadvantage.com. You'll receive a personalized action plan that will pinpoint your goals and lay out your next steps toward achieving them. Then partner with a Money Coach for guidance, accountability, and support along the way. [Download a printable flyer.](#)

Reduce financial stress using your new employee benefit called My Secure Advantage (MSA)

Here's how your colleagues are using it.

Since it's launch in May, MSA has

449
total unique MSA users

334
using MSA website only

97
using coaching and website

Baystate Health team members are saying...

"Gerri Conlon has a great manner and was very helpful in getting me started. I look forward to meeting with her again..."

"Angelik is very knowledgeable and has good ideas for moving forward!"

"Very knowledgeable, kind and helpful! Every call I have had with MySecure Advantage has been excellent!"

Elliott was great! He made me feel comfortable. I was a little nervous as my retirement plan has never been on the top of my list of things to be concerned with and I lack Knowledge. Elliott was so helpful."

[CLICK HERE TO CONNECT TO MSA WEBSITE](#)

Confidentially connect with MSA today to improve your financial security.

Baystate  Health