



W_{IS}HHRA 2020
ANNUAL CONFERENCE

ROARING INTO
THE NEW 20'S

APRIL 22-24, 2020

THE OSTHOFF RESORT ELKHART LAKE, WI

Attendee Brochure
Register by March 20 and SAVE!

WHO SHOULD ATTEND

All human resource professionals employed in the health care industry. You do not need to be a member of WisHHRA to attend this event.

REGISTRATION INFORMATION

Registration Options and Fees:

\$325/person - Full Conference: WisHHRA Member
\$375/person - Full Conference: Non-Member
\$50/person - Full Conference: Student

Register by March 20, 2020 and SAVE!

\$25 per person discount if registration is received by March 20, 2020.

Register Online

Register online at www.wishhra.org/event-3505632

PAYMENT INFORMATION

Payment accepted by credit card online or by check. Make check payable to "WisHHRA."

WisHHRA

563 Carter Court, Suite B
Kimberly, WI 54136

LODGING INFORMATION

Lodging Options:

- 2 Bedroom Courtyard Suite: \$174
- 2 Bedroom Woodland Suite: \$144
- Run of House Guest Rooms and One Bedroom Suites: \$134

We are now accepting hotel reservations for our upcoming event. A room block has been set within the Osthoff Resort at the rates above. Rooms are available for both 4/22 and 4/23. To make your reservation, please call 800-876-3399, press prompt #1 and mention you are with the WI Healthcare Human Resources Association to receive the group rate.

You may also book online! Visit www.osthoff.com and click on the meetings tab at the top of the screen. Click "To make your individual Group reservations" then click on the Group Login button in the upper righthand corner. Login in with the Username GWISOCHÉ and password HEALTH. We look forward to seeing you!

Deadline to book your room at the group rate: Wednesday, April 1, 2020.

CONFERENCE CANCELLATION POLICY

Cancellations are honored prior to April 8, 2020 but are subject to a \$50 administrative fee. Cancellations received after April 8, 2020 will not be reimbursed.

SPECIAL NEEDS

In accordance with the Americans with Disabilities Act, the Wisconsin Healthcare Human Resources Association seeks to make this conference accessible to all. If you have a disability which may require special accommodations or have any dietary restrictions, please email your needs to Bree Clarksen at brianna@badgerbay.co or call 920-750-7729 by March 15, 2019.

ATTIRE

Business casual dress is encouraged for Thursday. Jeans are acceptable for Friday.

KEYNOTE SPEAKERS



RON GALLOWAY

The Disruptors: How Amazon, Apple, CVS & Other Tech Companies Will Change Healthcare

Ron is a researcher, the director of 4 films, and the author of 2 books and many institutional reports. He researches business topics related to disruptive technologies, and their impact on the future. His documentary "Why Wal-Mart Works" was the first film to ever hold its premiere in the US Capitol Building. His film "Age Invaders" will be released in 2018. He produces the series "Potentially Disruptive," which premieres on Amazon Prime in early 2018.

Ron was a finance researcher for 20 years. His work has been written about in the New York Times, the Wall Street Journal, and New Yorker magazine. He has appeared on CNN, CNBC, the BBC, and Jon Stewart's Daily Show.

TYLER ENSLIN

Mastering Your Memory

As a full time speaker, Tyler has had the privilege to present at over 800 live events in the last six years. He is passionate about helping his audiences by sharing information in a way that is engaging, lively, and most of all, practical. This has enabled him to work with Fortune 500 companies and large organizations, such as Johnson & Johnson, GSK, John Hopkins, Siemens, Sinclair Broadcasting and hundreds of smaller groups. He is excited to share his message with you.



WisHHRA 2020 Annual Conference

(subject to change)

Wednesday, April 22, 2020

4:00 - 6:00 pm WisHHRA Board Meeting

6:00 - 7:00 pm Welcome Reception

Thursday, April 23, 2020

7:00 - 8:15 am Registration and Continental Breakfast

8:15 - 8:30 am President's Welcome
Nicole Berlowski, WisHHRA President

8:30 - 9:30 am The Disruptors: How Amazon, Apple, CVS & Other Tech Companies Will Change Healthcare

Ron Galloway, Founder, 818 Research LLC

Healthcare is going through a massive disruptive phase right now, with most of the changes being brought about by 1) new technologies and 2) new entrants, competitive and non-competitive, into space. In this session, Ron Galloway will illustrate the scope of these changes, and the impacts and unintended consequences that may occur.

9:30 - 9:45 am Refreshment Break

9:45 - 10:45 am Concurrent Sessions – Block 1

1.1 2020 HR Trends – Your Guide to a Winning Strategy

Summer Rector, CEO Total Rewards Consulting - The QTI Group
Tara Conger, CEO of OTI Human Resources - The QTI Group

The QTI Group's annual Human Resources Trends Survey collects data on talent attraction and retention strategies, compensation and benefit plans, diversity and inclusion programs, and more from hundreds of WI-based employers. Come and learn actionable HR strategies that successful organizations are adopting to succeed in today's environment.

1.2 Reducing Nurse Burnout Through the Power of Appreciation

Alex Grande, CEO – Recognize Services Inc

Recognize has produced survey results from healthcare professions that has found a link between appreciation and reducing burnout. Further, the results show how paid time off is critical to reducing burn out. Alex will discuss strategies to utilize employee recognition to reduce safety instances, focus staff, and retain employees.

10:45 - 11:15 am Refreshment Break

11:15 am - 12:15 pm Concurrent Sessions – Block 2

2.1 The COMPRESSION Session and Other Pay Trends

Rena Somersan, Managing Principal, Compensation Consulting – Newport Group

COMPRESSION is REAL. Do you end up getting pressured to hire new employees in at pay rates that are higher than existing employees? Moving up the "living wage" can create a traffic jam of pay. Attend this session to discuss the sources of this problem and what you can do to mitigate it or forecast the cost of fixing it. We will also review other macro compensation trends in healthcare.

2.2 FMLA Quiz Show

Sarah Platt, Shareholder/Attorney - Ogletree Deakins
Brian Radloff, Shareholder/Attorney - Ogletree Deakins

Test your knowledge of the many nuances of the Family and Medical Leave Act (FMLA). From coverage issues to intermittent leave and return-to-work issues, attendees will be quizzed on fundamental and discrete points to questions under the state and federal FMLA laws.

12:15 - 1:30 pm Lunch and Visit with Exhibitors

1:30 - 2:45 pm World Cafe

2:45-3:15 pm Refreshment Break, Visit Exhibitors

3:15 - 4:15 pm Concurrent Sessions – Block 3

3.1 Establishing & Maintaining Pay Equity in a Changing Market Environment

Theresa Sieg, Director Compensation – Froedtert Health
John Konicek, Executive Director Total Rewards – Froedtert Health

Ensuring pay equity when establishing base pay rate is a key concern for Human Resources & Total Rewards leadership. Low unemployment rates, increased competition for talent and increased attention on lowest minimum wage have added market pressures to the mix.

Organizations frequently struggle with maintaining pay equity and avoiding pay compression among staff when responding to such market pressures. Froedtert Health, a 1300 staff academic hospital system, faced similar concerns and has created an innovative approach to defining and establishing pay equity even when adjusting pay ranges or responding to market demand. Through this in-depth case study, you'll learn the pitfalls of not having a strong organizational pay equity approach, as well as strategies on how to develop an approach that will increase your organization's ability to maintain equity as the market changes.

WisHHRA 2020 Annual Conference (continued)

(subject to change)

3.2 Hitting the Mark with Talent Selection

Ildiko Huppertz, ProHealth Care

David Weis, Director of Organizational Development and Culture - ProHealth Care

This presentation will cover the rationale for talent selection utilizing a highly reliable instrument, how ProHealth has “moved the needle” over the last 4 years, and futuristic considerations.

4:15 pm

Adjourn

6:00 - 9:00 pm

Reception

Entertainment – Casino Night! See below for information.

Friday, April 24, 2020

7:30 - 8:30 am

Breakfast

8:30 - 9:15 am

WHA Update

Ann Zenk, VP Workforce and Clinical Practice - Wisconsin Hospital Assn

This annual session focuses on the current federal and state legislative issues that affect health care and human resources. In addition, attendees will learn how to be proactive with state and federal government in order to influence legislation that may affect health care human resources.

9:15 - 10:15 am

Annual HR Legal Update

Sarah Coyne, Partner - Quarles & Brady

This annual session focuses on the current federal and state legal issues that affect health care and human resources.

10:15 - 10:30 am

Refreshment Break and Hotel Check-Out

10:30 - 11:30 am

Mastering Your Memory

Tyler Enslin – Tyler Enslin International

The human brain possesses an incredible amount of power to store and recall information. Unfortunately, most people are never taught how to fully access this ability. In this fun and highly engaging training program you will learn unique and exciting methods to increase your memory skills to extraordinary levels. Most importantly, discover how to use these new skills in daily life. Instantly recalling people's names, giving presentation without notes, and improved mental organization are just a few of the practical benefits from this intriguing program. Tyler delivers the training in energetic fashion with no notes or PowerPoint to encourage maximum audience participation and to impart as much value as possible to all who attend.

11:30 - 12:00 pm

Annual Business Meeting and Prize Drawings

12:00 pm

Adjourn

Try your luck with your WisHHRA Colleagues on Thursday, April 23 at the Osthoff Resort!

Join us for a Casino Night at the President's Reception Sponsored by Quarles & Brady!

Attendance is free for registered attendees. Guests are also welcome to attend for an additional \$25.

COSTUME CONTEST: Come dressed in your best 1920's apparel for your chance to win!

Sponsored By: Quarles & Brady



2020 WisHHRA Annual Conference Attendee Registration Form

Attendee Information:

First Name: _____ Last Name: _____

Organization: _____

Address 1: _____

Address 2: _____

City: _____ State: _____

Zip Code: _____ Email: _____

Special Dietary Needs: _____

Are you a new WisHHRA Member?

Yes No

Is this your first time attending the WisHHRA Conference?

Yes No

Will you be attending the Wednesday night Welcome Reception?

Yes No

Will you be attending the Thursday night President's Reception?

Yes No

Breakout Session Selections (Please Choose One From Each Block)

Breakout Block 1- Thursday, April 23 | 9:45-10:45 a.m.

1.1 2020 HR Trends – Your Guide to a Winning Strategy

1.2 Reducing Nurse Burnout Through the Power of Appreciation

Breakout Block 3- Thursday, April 23 | 3:15 - 4:15 p.m.

3.1 Establishing & Maintaining Pay Equity in a Changing Market Environment

3.2 Hitting the Mark with Talent Selection

Breakout Block 2- Thursday, April 23 | 11:15 a.m.-12:15 p.m.

2.1 COMpression Session and Other Pay Trends

2.2 FMLA Quiz Show

**REGISTER BY FRIDAY, MARCH 20,
2020 AND RECEIVE A \$25 DISCOUNT**

Registration Fees:

\$325/person - Full Conference – WisHHRA Member

\$375/person - Full Conference – Non-Member

\$50/person - Full Conference – Student

\$25/person - President's Reception Guest

Guest Name: _____

**Please mail in both registration
form and payment**

Payment:

Total Enclosed: \$ _____ If you are registering before March 20, 2020, please subtract \$25 from your total.

Visa Mastercard Discover AMEX Check #: _____ (Checks payable to WisHHRA)

Card Number: _____ Exp. Date: _____ Security Code: _____

Name on Card: _____ Billing Address: _____

Register online at www.wishhra.org or please mail registration form to:
Wisconsin Healthcare Human Resources Association, 563 Carter Court, Suite B, Kimberly, WI 54136