

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.

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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

