

ashhra

American Society for Healthcare Human Resources Administration
of the American Hospital Association
July 2004

Reporting on the National Conference
Marriott Wardman Park Hotel
Washington D.C.

Perfecting The Balance

The 40th Annual Conference & Exhibition of the American Society for Healthcare Human Resource Administration was held July 25-28, 2004 at the Marriott Wardman Park Hotel, Washington, D.C. The conference featured three plus days of education and networking. The theme “Perfecting the Balance” was selected in recognition of the challenges healthcare human resources professional face in fulfilling their professional, personal and community roles. Challenging and stimulating speakers discussed best practices and educational offerings geared for transforming areas of development into areas of achievement. Best practices discussed in the many concurrent sessions included recruitment and retention, strategic planning, organizational design and development, labor and legislation and compensation and benefits.

The exhibit hall offered attendees a chance to view state-of-the-art products and services from some of the top vendors in the country.

This year’s conference was also rich with networking opportunities during evening events. There was a relaxing night cruise on the Potomac River with

dinner and music sponsored by Fastaff and U.S. Nursing Corporation.

On Sunday evening participants were treated to dinner and dancing in the hotel ballroom. Citistreet was host for this elegant evening in the Marriott Wardman Park Hotel, a historic landmark that was once home to presidents, dignitaries and socialites.

Monday evening was a high-flying event at the National Air & Space Museum which was reserved for conference attendees. From the moment you stepped into Washington’s most famous museum, you were transported into an exciting world that celebrates a century of milestones in flight. As a guest of AIG Valic, participants were able to browse through the exhibits and eat a lovely sit down dinner in the museum lobby. Dancing followed the meal. It was truly a night out on the town.

Keynote speaker, Dr. Robert Kriegel, one of the leading authorities in the field of change and human performance discussed change readiness. His stimulating presentation challenged us to break out of old mindsets and to create new opportunities and possibilities. Just because something has always been

done is no reason to continue doing it the same way. Dr. Kriegel cited examples of procedures that were done by various organizations that had no relevance to present circumstances. He encouraged all of us to be change agents and review what is being done, why it is being done and what can be done to make it relevant to today's workforce.

Attendance at the annual conference was a wonderful opportunity to gain new insight regarding the role of Human Resources and the opportunity to share time with colleagues in the profession. I thank ISHHRA for allowing me the opportunity to experience this happening.

As a reminder, ASHHRA's 41st Annual Conference and Exposition will be held from July 17-20, 2005 at the Walt Disney World Dolphin in Orlando, Florida.

Submitted by
Bill Lewis
President, ISHHRA



**ISHHRA'S SUMMER
CONFERENCE & GOLF OUTING
JUNE 24 & 25, 2004**

ISSHRA members enjoyed an informative and fun-filled conference and golf outing at the Fourwinds Resort and Marina and the Eagle Pointe Golf Course. The conference included up-to-date presentations of timely human resource issues. Topics included retirement plan fiduciary facts and fantasies, recruitment from a recruiter's point of view, and information concerning health accounts. In addition, attendees received very helpful information regarding the proposed changes in overtime regulations. Feedback from conference participants was overwhelmingly positive.

In addition to the knowledge gained from the presenters and the opportunity to share ideas and gather information from colleagues, participants had a great time on the golf course. Our 15th annual golf outing was sponsored by William M. Mercer. Golfers and non-golfers alike enjoyed the beautiful southern Indiana weather.

Please note: Our next conference is October 8, 2004 at St. Francis Hospital in Indianapolis. Doug Jontz, president-elect of ISHHRA, and his education committee are putting together an exciting conference. Their goal is to provide participants with valuable information on timely subjects. We think we have succeeded. Topics to be discussed include conducting a workplace investigation, responding to an unemployment claim, responding to an EEOC charge of discrimination, a review of OSHA investigations and

developing loyalty in the workplace. You won't want to miss this conference.



Gary Leonard studies his drive



Mike Chumley preparing his shot with the watchful eyes of Dave Holmes & Steve Lyman



Dinner on the deck with colleagues



Kevin Stella receives his golf trophy from Mike Chumley

ISHHRA MEMBERSHIP:

Don't forget to renew your membership with ISSHRA. The cost of an annual membership is only \$30.00. The membership year is from March 1, 2004 to February 28, 2005. Jim Bennett is ISHHRA membership chairperson. Applications can be downloaded from the ISHHRA website: www.ISHHRA.com

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We need your help and expertise to remain a vital organization. If you wish to get involved with ISHHRA, please contact one of the board members or the chairperson of one of the following committees:

Education:

Doug Jontz, Vice President of Human Resources, St Margaret Healthcare Center, Hammond

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Jim Bennett, HR Recruiter/Consultant, Rehabilitation Hospital of Indiana, Indianapolis

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