

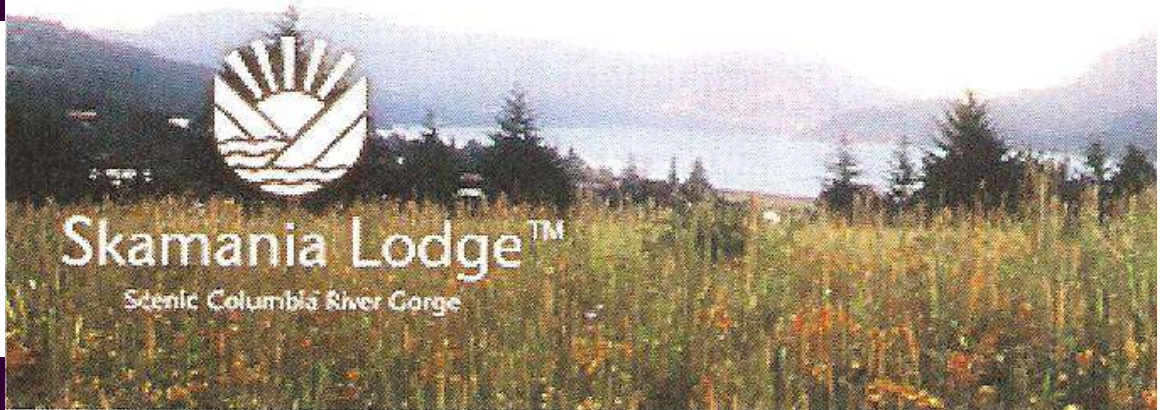
# WSHHRA NOTES

VISIT OUR WEBSITE AT [WWW.WSHHRA.ORG](http://WWW.WSHHRA.ORG)

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## THE WSHHRA 2010 SPRING CONFERENCE TOOK US TO THE BEAUTIFUL COLUMBIA GORGE



The WSHHRA Spring Conference was held in one of the most popular resorts in Washington. Skamania Lodge is located in the heart of the Columbia River Gorge with many recreational activities to experience. The attendees of the conference were able to venture out on one of the many walking trails or escape late at night to the Waterleaf Spa. Thursday Night the group had the opportunity to experience the night life of the lodge with Stories and S'mores by an Open Fire. The conference sessions were full of valuable information to enhance the role and responsibilities of all who attended. Discussion about Social Media and its HR challenges, Legal Review Updates, Total Reward Challenges and roundtable discussions led by various experts in the legal field provided an array of valuable information and tools to take back to our various organizations as we continue to navigate today's healthcare human resource challenges. We even got to go to Professional Paradise with Vicki Hess one of our featured speakers.....well it was nice for the time it lasted. If you were not able to attend the Spring Conference, we hope you will make plans to join us September 9-10, 2010 at Suncadia Lodge in Cle Elum, Washington.



WSHHRA has had a 13.5% increase in membership for 2010. If you know other human resource professionals who would find it a benefit to be a member of WSHHRA please have them go to our website and join at [www.wshhra.org](http://www.wshhra.org)

## SOCIAL MEDIA: FOR TALENT MANAGEMENT, EMPLOYEE COMMUNICATIONS AND E-LEARNING

**Shannon Seery Gude, Vice President Digital & Social Strategy for Bernard Hodes** presented strategies for the use of Social Media as a long term approach to talent network building and to help candidates make better "cultural match" decisions. She also discussed ways to mobilize

your employees to network within the organization such as the "Bee Hive" that IBM has created for their employees. Social networking tools can be used to set up blogs to post articles, patient and employee stories and other healthcare information. Social Media Tools provide an avenue where

your employees can become your brand ambassadors.



## KEY NOTE SPEAKER VICKI HESS TAKES US TO PROFESSIONAL PARADISE!



Vicki Hess shared with us her proven, simple **SHIFT** methodology which shows how anyone can create their own Professional Paradise. With much humor weaved into her presentation, she gave us practical tools to develop personal accountability for engagement and job satisfaction, create and maintain positive connections with our co-workers and our customers, reduce stress and increase energy for long term remarkable results. Our peers were able to work

together in small groups and create our own "Paradise Company Benefits", you can only imagine how extreme some of those got, but we were in Paradise, at least for a half of a day! You can learn more about how Vicki can lead you and your organization to Paradise by going to [www.VickiHess.com](http://www.VickiHess.com)

### *Creating "Paradise Company Benefits" With Our Peers*



#### FALL 2010 BUSINESS MEETING HIGHLIGHTS

Steve Stahl, President -Elect welcomed everyone to the Fall 2010 Business Meeting. Jolene Seda, President announced a 13.5% increase in membership and encouraged the membership to complete their post-conference surveys so that conferences and membership to WSHHRA can continue to be enhanced. She also gave an update to the further

development of our WSHHRA website and the addition of paypal to be used for membership renewals and conference registrations. Several positions will be open on the Board for 2011. Those positions are President-Elect, Legislative Liason and a new position titled Networking/ Professional Development Specialist. Marlo Willis, Treasurer gave a financial snapshot. Geoff

Roach gave a legislative update for the State of Washington of which a copy of his presentation is on our website. A call for more volunteers came from Kristin Fox and it was announced that the next conference would be at Suncadia for Fall 2010. More detail can be found in the membership minutes .

- S** *Stop and Breathe*
- H** *Harness knee-jerk reactions*
- I** *Identify and manage negative emotions*
- F** *Find new options*
- T** *Take one positive action*



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**VENDORS AND MEMBERS NETWORKING TOGETHER!!**



**WSHHRA** is dedicated to the development of the visionary and strategic abilities of healthcare human resource professionals to be influential in advancing the business and community interests of their organizations.

**JOIN US FOR THE WSHHRA FALL 2010 CONFERENCE  
SUNCADIA RESORT  
GO TO [WWW.WSHRA.ORG](http://WWW.WSHRA.ORG) for REGISTRATION DETAILS**



VISIT US AT [www.wshhra.org](http://www.wshhra.org)

**WASHINGTON STATE  
HEALTHCARE HUMAN  
RESOURCES ASSOCIATION**

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Roach

Website Lisa McDaniel

Immediate Past President Kristin Fox

**THANK YOU STEVE STAHL**  
for all your hard work in  
planning such a success-  
ful conference, we will  
look forward to SUNCADIA  
September 9 and 10,  
2010

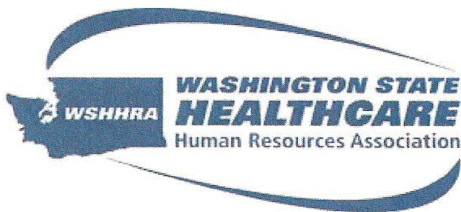


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**WSHHRA GOALS**

- Expand participation of existing membership
- Highest quality services (specifically education)
- Enhance communication

**SALLY CRUM WINEMAN, JD: WHAT DOES HEALTH REFORM MEAN TO ME?**

Sally Crum Wineman, JD, Area Counsel, Western Region presented an overview of the Healthcare Reform Legislation and what it means to the jobs we do as Human Resource Professionals? Sally discussed immediate Reforms, Near Term Reforms and other Key elements. As Human Resource Professionals we were given



some action steps to consider in adapting our organizations to the Healthcare Reform Plan. Here are a few of those suggestions.

Identify plan year start date for plan(s)

Assess grandfathered status

Review plan(s) against new immediate and near-term requirements to determine changes needed

Start looking at longer term changes and review with strategic plan

Communicate with insurance

carrier, TPA, stop loss carrier

Amend plans and contracts as necessary

Follow ERISA disclosure rules if applicable

***Please note that this is just general information that was presented regarding the provision of the current healthcare reform legislation. It should not be construed as, nor attended to provide tax, or legal advice. Questions regarding the specific issues should be addressed by your organization's general counsel or an attorney who specializes in this practice area.***

