



**OHIO SOCIETY OF HEALTH CARE
HUMAN RESOURCES ADMINISTRATORS**
OHIO HOSPITAL ASSOCIATION



Educational Activity

OSHHRA FALL/WINTER WEBINAR SERIES

Sponsored by the Ohio Society of Healthcare Human Resources Administrators and the Ohio Hospital Association

6-part WEBINAR SERIES

December 6, 13, 15

January 17, 24

February 7

OSHHRA and OHA members only

OVERVIEW

Join OSHHRA members and human resource professionals for OSHHRA's Fall/Webinar Series. Gain an understanding of key HR issues affecting hospitals, labor law and employment, OHA compensation survey results, stress and how it affects your brain, and how to attract and retain Gen-Yers & Gen-Zers

This six-part webinar series is **COMPLIMENTARY** to all OSHHRA and OHA members. Each session will be approximately 60 or 90 minutes.

WHO SHOULD ATTEND

HR professionals involved at all levels in healthcare, including senior HR executives, compensation executives, benefit coordinators, HR generalists, HR specialists, in-house legal counsel, recruiters, nurse leaders, education and training professionals, risk managers, and hiring managers.

SESSIONS & PRESENTERS

PART 1 – STRESS & YOU

DEC. 6 | NOON – 1 P.M.

Join Scott as he outlines how you can regain your life and your organization by building a better brain. Scott will not only outline these processes for you in his own unique, practical, entertaining and humorous style, but he will show you how to use this information **IMMEDIATELY!**

- How do our soldiers get PTSD...and how do American workers get it as well?

- Why do over 75% of all of Ohio's public sector employees retire with serious mental disorders?
- How will chronic distress cause serious damage to your brain, resulting in such conditions as short-term memory loss, depression, anxiety, PTSD and so on?
- What happens physically in your body when you are under too much stress?
- Why is chronic distress your #1 health risk factor ... even worse than smoking?
- What is the difference between good stress and bad stress?
- How do nuclear spect scans work and what role do they can play in diagnosing and treating mental impairments?

LEARNING OBJECTIVES

- How we humans damage our brains with our thoughts.
- What mental disorders look like in the brain.
- The difference between good stress and bad stress.

PRESENTER

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP | Scott Warrick Human Resource Consulting & Employment Law Services

PART 2 – DE-STRESSING AND REWIRING YOUR BRAIN

DEC. 13 | NOON – 1 P.M.

Join Scott as he outlines how you can regain your life and your organization by building a better brain. Scott will not only outline these processes for you in his own unique, practical, entertaining and humorous style, but he will show you how to use this information immediately!

- How the human brain and social epigenetics work ... which is the neuroscience of how the brain will physically change based upon the environment you subject it to on a daily basis.
- How can you enable your brain to actually repair itself, which is the neuroscience of “Neurogenesis” and “Neuroplasticity”?
- Why are Omega 3s referred to as “Essential Elements” and what do they actually do in the human brain?
- How is McDonalds killing us and driving us crazy?
- The role do supplements, or vitamins and minerals, play in maintaining brain health ... and how will you know which supplements to take and which ones to avoid?
- How does sleep and water repair our brain?
- How “BDNF” helps to grow new neurons and repair your brain ... and how you can get more of it.
- How your pets and hobbies can be a great investment in your own mental health.

LEARNING OBJECTIVES

- What Scott and Michael did to REWIRE and REPAIR their brains.
- How we can all rewire and repair our brains.
- How to design a plan to build a better brain.

PRESENTER

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP | Scott Warrick Human Resource Consulting & Employment Law Services

PART 3 – 2022 OHA COMPENSATION SURVEY UPDATE AND MARKET TRENDS

DEC. 15 | NOON – 2 P.M.

Annual update on the OHA compensation survey results, statewide trends, and broader industry trends

LEARNING OBJECTIVES

- Evaluate survey results
- Understand broader compensation trends for leadership and staff

PRESENTERS

- Craig Strom | Managing Director & Senior Advisor with the Compensation and Rewards Service Line | Gallagher Human Resources & Compensation Consulting Practice
- Shannon Malone | Survey Manager, Human Resources and Compensation Consulting | Gallagher Human Resources & Compensation Consulting Practice
- Pete Mitchell | Principal Consultant, Physician Services | Gallagher Human Resources & Compensation Consulting Practice
- Cathy Kibbe | Director, Physician Services | Gallagher Human Resources & Compensation Consulting Practice HRCC

PART 4 – CONTINUATION OF DE-STRESSING AND REWIRING YOUR BRAIN

JAN. 17 | NOON – 1 P.M.

Join Scott as he outlines how you can regain your life and your organization by building a better brain. Scott will not only outline these processes for you in his own unique, practical, entertaining and humorous style, but he will show you how to use this information immediately!

PRESENTER

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP | Scott Warrick Human Resource Consulting & Employment Law Services

PART 5 – THE GREAT RESIGNATION, ATTRACTING & TRAINING GEN Y & Z

JAN. 24 | NOON – 1:30 P.M.

Join Scott as he walks you through the critical changes, we all need to make in order to better attract and retain employees in the 21st Century in his own practical, entertaining and rubber hits the road style so you can start using this information immediately!

- How has our workforce moved from the industrial, to the information and now to the social revolution ... and what does that mean to you?
- How has COVID escalated the great resignation?
- How must your technology & processes change to attract and retain Gen-Yers & Gen-Zers?
- When should your new employee orientation begin ... and what should it include?
- How should you conduct your interviews ... and what should you ask?
- How should you be marketing your image to potential employees?
- Why do you need to redesign your website ... and what should be on it?
- How long should it take to complete your employment application?
- What is the strategy of balanced rewards and why is it critical to engaging employees?
- Why are there more jobs than workers ... and why will that only get worse?
- How must you change your culture now to meet the demands of today's workforce ... and how do you sustain it?
- How must your technology & processes change to attract and retain Gen-Yers & Gen-Zers?

LEARNING OBJECTIVES

- How today's workforce has changed and how you must change with it,
- How to easily define your safe environment to attract and retain employees and
- How to use the strategy of balanced rewards to engage employees.

PRESENTER

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP | Scott Warrick Human Resource Consulting & Employment Law Services

PART 6 – HEALTHCARE LABOR AND EMPLOYMENT ISSUES: 2023 AND BEYOND

FEB. 7 | 11:30 A.M. – 1 P.M.

The presenters of the session will discuss significant labor and employment developments of importance to health care human resource professionals.

LEARNING OBJECTIVES

- Review important labor and employment developments
- Current State: The Aftermath of Covid-19 and the Health Care Workforce
- Analysis of Organizing Data: Understanding What's Driving Union Organizing
- Looking Ahead to What's Next for Health Care Union Organizing in 2023
- Making the Right Moves to Improve Employee Engagement

PRESENTER

Chris Cimino | Chief Executive Officer | Chessboard Consulting, Inc.

REGISTRATION FEES

There is no cost for OSHHRA and OHA members

CONTINUING EDUCATION CREDITS

Parts 1, 2, 4 and 5 are approved for CHHR, HRCI, CPHRM and SHRM continuing education credits.

Parts 3 & 6 are approved for CHHR, HRCI, CPHRM and CLE continuing education credits.

Please contact Casey Strader with questions, casey.strader@ohiohospitals.org.

REGISTRATION

All attendees must register online. Go to our events page at ohiohospitals.org/events to register. Individual Zoom links will be provided to registrants at least one day prior to each session. For registration questions, please contact Sherri Cohen at sherri.cohen@ohiohospitals.org.

QUESTIONS

Please contact Casey Strader at Casey.Strader@ohiohospitals.org.