



APRIL - JUNE 2019 WEBINARS

WEBINARS AT A GLANCE

Improve Your Swing Bed Program One Step at A Time – April 5

Understanding The New Team-Based Documentation Rules:
What Impact Can It Have On Your Practice? - April 11

Diversity As A Key Component to Executive Recruiting - April 24

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Implementing Care Coordination: Partner to Remove the Barriers - June 13

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ABOUT HEALTHTECHS3

HealthTechS3 is an award-winning healthcare consulting and hospital management firm based in Brentwood, Tennessee with clients across the United States. Since 1971, we have been dedicated to the goal of improving performance, achieving compliance, reducing costs and ultimately improving patient care. Leveraging off our expert consultants, who are equipped with deep healthcare industry experience, HealthTechS3 provides actionable insights and guidance that supports informed decision making and drives efficiency in operational performance.

HTS3 Executive Recruiting resides within HealthTechS3, focusing on the placement of Senior Interim and Executive Leaders within the healthcare sector. HTS3 Executive Recruiting is a growing business with a solid, reputable track record of having effectively aligned the right leaders with the right organizations. These executives will be assigned to a direct mentor from one of HealthTechS3's executive and consulting team – thus ensuring that you not only receive the right leader, but that they get the support of our entire team.

HealthTechS3 is also an affiliate of GAFFEY Healthcare. GAFFEY provides comprehensive revenue cycle automation technology and services that enable health care organizations of all sizes to accelerate cash flow, improve productivity and increase profitability with short-term and demonstrable ROI.

Our webinars come at no charge as a service to community hospitals and to help meet your educational needs. These presentations are recorded and we encourage you to share the recordings with your team

To learn more about our services, please visit us at HealthTechS3.com, HTS3-Executive Recruiting and GAFFEYHEALTH.com.



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Swing Bed Series Part 1

Improve Your Swing Bed Program One Step At A Time

Host: Carolyn St. Charles, RN, BSN, MBA - Chief Regional Clinical Officer, HealthTechS3
Email: carolyn.stcharles@healthtechs3.com
Date and Time: April 5, 2019 at 12 pm CT

Description:

The first of our two-part series will focus on ways to improve your swing bed program from both the organization and resident's perspective.

The webinar will include a step-by-step review of each swing bed process, from pre-admission to discharge, including swing bed admission and continued stay criteria, resident assessment, multi-disciplinary planning, and documentation.

The webinar will also include a discussion of the role of each member of the team, including the resident.

Objectives:

1. Describe the roles and responsibilities of the multi-disciplinary team.
2. Describe at least one strategy for engaging the resident in their plan of care.

Interesting Fact:

Did you know that as of July 27, 2018, there were 1,348 Critical Access Hospitals in the United States and that 1,183 provide Swing Bed services?

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Understanding The New Team-Based Documentation Rules: What Impact Can It Have On Your Practice?

Host: Faith M Jones, MSN, RN, NEA-BC
Email: faith.jones@healthtechs3.com
Date and Time: April 11, 2019 at 12 pm CST

Description:

The Centers for Medicare and Medicaid Services (CMS) is encouraging practices to utilize clinical staff to the highest level of their education and training by expanding team-based care elements. As each new team-based care element is introduced by CMS, there continues to be opportunities for improvements and efficiencies in your practice. We will explore what the new team-based care documentation (TBCD) rules can mean for you practice and provide you with tips to implementation using a Lean Methodology.

Upon completion of the webinar, the participant will understand:

1. The basic concepts of Lean
2. The 95 and 97 documentation guidelines related to the elements included in TBCD
3. The importance of clearly-defined roles and expectations that must be included in an education plan for clinical staff in TBCD.

Interesting fact:

With an understanding of some of the basic elements of Lean – you can capitalize on the knowledge and expertise of the front-line staff when making process improvements.

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Diversity As A Key Component to Executive Recruiting

Presenters: Peter Goodspeed, MBA – Vice President, Executive Recruiting and Carroll Bagwell, PHR – Human Resources Director, HealthTechS3
Email: peter.goodspeed@healthtechs3.com
Date and Time: April 24, 2019 at 12 pm CT

Description:

The lack of diversity in our hospitals and clinics impacts patient care. Minority patients are more likely to seek care and follow treatment recommendations from health professionals who look, sound, eat, worship and share the same cultural norms as they do. Leadership teams and hospital boards should reflect the community being served. However, in 2015 minorities made up just 14% of hospital boards and only 11% of executive leadership positions, according to a study by the American Hospital Association.

If your organization – at the line staff level or within senior leadership – does not appropriately address diversity and inclusion, this webinar will provide examples of how to incorporate these into the strategy and culture and what other leading healthcare providers are doing.

Objectives:

1. Discuss staff training model that addresses the cultural and language factors affecting patient care
2. Discuss how to implement a performance goal for senior managers and leadership that addresses diversity & inclusion recruiting

Interesting fact:

Did you know that less than half of hospitals today, as reported by a NAACP, allocate budgetary funds for diversity and inclusion initiatives?

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Swing Bed Series Part 2 Implementing Trauma-Informed Care

Presenters: Carolyn St.Charles, RN, BSN, MBA - Chief Regional Clinical Officer, HealthTechS3 and Cheri Benander MSN, RN, NHA, CHC, NHCE-C. Health Services Consultant
Email: carolyn.stcharles@healthtechs3.com
Date and Time: May 3, 2019 at 12 pm CT

Description:

The revisions to Swing Bed regulatory requirements in October of 2018 required the implementation of Trauma-Informed care.

Trauma-informed care:

- Realizes the widespread impact of trauma and understands potential paths for recovery
- Responds by fully integrating knowledge about trauma into policies, procedures, and practices.
- Recognizes the signs and symptoms of trauma in clients, families, staff, and others involved in the system
- Seeks to actively resist re-traumatization

The webinar will include a discussion of the types of trauma, the role of resilience and how to implement a holistic trauma-informed care program.

Objectives:

1. Define Trauma-Informed care
2. Define at least one strategy for implementing Trauma-Informed care

Interesting Fact: Did you know that the date to implement culturally competent and Trauma-Informed care for LTC facilities is November of 2019, but for Swing Beds the requirement was effective October of 2018.

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The First 90 Days of A Healthcare Executive

Presenters: Michael Lieb, Vice President of Interim Services, HealthTechS3 and Robert Thorn, Principal, Summit Healthcare Strategies, LLC

Email: michael.lieb@healthtechs3.com

Date and Time: June 6, 2019 at 12 pm CT

Description:

The first 90 days of a healthcare leader's service sets the tone for their leadership style, including board engagement, department goals, and staff communications to say the least. A fine balance is required between responding to pressing operational issues and creating and refining long-term strategies. Those initial 90 days can be different for the organization depending on whether the new executive is permanent or an interim. The strategies and tactical approaches of a new organizational leader (interim vs permanent) is the focus of this webinar.

We will address the pressures on today's C-suite and how an executive new to an organization can set the tone early for strong performance, and how those approaches and the goals differ between the two types of leaders.

Objectives:

1. Understand the most often required skill, experience and cultural expectations for senior leadership roles and how those are different for an interim and a permanent leader.
2. Learn how the organization perceives that difference in roles, how it responds to each, and what the executive must do to drive the organization forward.

Interesting fact:

According to a 2018 survey provided by an international talent management firm, integrity is cited as the second highest leadership attribute, included in more than 30% of leadership evaluations.

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Strategies for Improving the Effectiveness of your Community Health Needs Assessment

Host: Carolyn St. Charles, RN, BSN, MBA -- Chief Regional Clinical Officer, HealthTechS3
Email: carolyn.stcharles@healthtechs3.com
Date and Time: June 7, 2019 at 12 pm CT

Description:

Most not-for-profit hospitals have completed two to three Community Health Needs Assessments (CHNAs) since they became a regulatory requirement. But are they making a difference? And if not, why not?

The webinar will focus on how to make your CHNA more effective in improving the health of your community, including: how to develop a joint CHNA with other organizations, how to engage key stakeholders and diverse populations, how to integrate the CHNA with your strategic plan, and how to use your CHNA as a platform to implement a patient-centered approach to care.

Objectives:

1. Define at least two strategies for improving your CHNA process and outcomes
2. Identify at least one strategy for using the CHNA to develop a patient-centered approach to care

Interesting Fact:

Did you know that you can complete your CHNA jointly with public health and other hospitals in your region as a way to leverage the impact of your CHNA?

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Implementing Care Coordination: Partner to Remove the Barriers

Presenters: Faith M Jones, MSN, RN, NEA-BC and Kevin Franke, BSN, Mountain Pacific Quality Health, Quality Improvement Organization (QIO)
Email: faith.jones@healthtechs3.com
Date and Time: June 13, 2019 at 12 pm CST

Description:

Care Coordination is being practiced in every clinic in one form or another; however, it is often not formalized and, therefore, not being billed. Implementing a formalized process in your clinic is essential to not only ensure quality care but also to ensure you have a financially sustainable primary care practice. Learn how more than 20 clinics in Wyoming implemented a formalized care coordination program through partnering with the Quality Improvement Organization (QIO) and capitalizing on work being done in the state.

Upon completion of the webinar, the participant will understand:

1. The basic requirements to provide chronic care management services
2. The value of building on work already being done by current groups and networks
3. The financial impact of a billable care coordination program on the practice

Interesting fact:

Many organizations and groups are working on various elements of care coordination, joining these groups and networks will add value and ease to your care coordination program.

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Impact of Brand & Culture on Executive Recruiting

Presenters: Peter Goodspeed, MBA – VP, Executive Recruiting and Jennifer LeMieux, Chief Operations Officer, HealthTechS3
Email: peter.goodspeed@healthtechs3.com
Date and Time: June 14, 2019 at 12 pm CT

Description:

While certain business, marketing & communications, and technical skills are likely transferable between organizations, the cultural "training" of a candidate in a corporate environment can often be the leading cause behind a new employee being able to easily adopt the culture of a new organization. Further, finding a candidate who has experience working in a similar culture is often more important – and sometimes more difficult – than one with experience in the designated job field or industry.

In order to attract and recruit candidates that fit into your corporate, you must promote it. A website, position summary, and job description that clearly convey the organization's brand is good start. In this webinar, we will discuss other approaches that will link brand and culture to hiring and retention.

Objectives:

1. Share examples of strong employer branding and impact on hiring
2. Identify at least 2-3 opportunities to better communicate organizational culture

Relevant Quote:

"Hire character. Train skill."- Peter Schutz, former CEO of Porsche

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