



2024 HEALTHCARE HUMAN RESOURCES SUMMIT

Shaping the Future Healthcare Workforce: Driving Change in a Dynamic Landscape

Wednesday, October 9 | Welcome Dinner and Cocktails, 6:30 pm – 9:00 pm
Thursday, October 10 | HR Summit, 7:30 AM – 4:00 PM
Chautauqua-Canandaigua-Saranac Rooms of the Turning Stone Resort Casino

Agenda

(times subject to change)

- I. 7:30 am – 8:30 am | Breakfast and Networking
- II. 8:15 am – 8:30 am | Welcome and Introductions
Lauren Ford, LMSW, Senior Director Data Analytics and Strategy, IHA

How We Got Here | *Understanding Modern Sociocultural Challenges*

- III. 8:30 am – 9:15 am | Workplace Violence in Healthcare: A Socioecological Perspective
Dr. Christopher Morley, PhD, Professor & Chair, Public Health and Preventive Medicine, Professor of Public Health, Family Medicine & Psychiatry; Chair, Upstate Institutional Review Board

Where We Are Now | *Navigating the Legal and Policy Framework*

- IV. 9:20 am – 9:50 am | IHA State Advocacy and Policy Update
Kevin Kerwin, Esq., Interim CEO, IHA
- V. 9:55 am – 10:50 am | NYS Labor Law Review
Gabriel Oberfield, Esq, Senior Counsel, and Peter Jones, Member, Bond, Schoneck & King
- VI. 10:55 am – 11:50 am | Case Study on Employee Wellness Program
Kelly Soldano, Senior Vice President, Human Resources Operations, and Kelli Baron-Cadiz, Vice President, Workforce Development & Education, Westchester Medical Center Health Network
- VII. 11:55 am – 12:45 pm | Lunch – *Sponsored by FranklinCovey*

Looking to the Future | *Embracing Innovation and Transformation*

- VIII. 12:45 pm – 2:15 pm | **Keynote** | Closing the Generational Gap – Empathize, Communicate, and Collaborate Across Generational Differences
Raven Solomon, Author, Strategist, CEO, Raven Solomon Enterprises
- IX. 2:20 pm – 2:55 pm | Career Pathways & Social Care Network Innovations
Tosha Grimmer, Executive Director, Caring Gene Healthcare Career Pathways, Inc., and Scott Emery, Chief Strategy Officer, Healthy Alliance SCN
- X. 3:00 pm – 3:50 pm | What Great Leaders Do
Gary McGuey, Senior Consultant, FranklinCovey
- XI. 3:50 pm – 4:00 pm | Prizes!



Workplace Violence in Healthcare: A Socioecological Perspective

Dr. Christopher Morley, PhD, Professor & Chair, Public Health and Preventive Medicine, Professor of Public Health, Family Medicine & Psychiatry; Chair, Upstate Institutional Review Board

- Violence in healthcare workplaces has always existed, but is unfortunately becoming more common. While there are proximal causes for each instance of violence or harassment, it is useful to also widen the frame, and look at larger societal factors that may be contributing to the increasing trends. What makes the healthcare environment so prone to negative interactions? This talk, social scientist and public health expert Christopher P. Morley, PhD examines the problem from a socio-ecological perspective, and proposes interventions at multiples levels.

IHA State Advocacy and Policy Update

Kevin Kerwin Kevin Kerwin, Esq., Interim CEO, IHA

- Learn about the latest happenings in the New York State legislature, Department of Health and beyond.

New York State Labor Law Review

Gabriel Oberfield, Esq., Senior Counsel, and Peter Jones, Member, Bond, Schoneck and King

- Learn about the latest labor law changes and updates.

A Case Study on Employee Wellness at WMCHHealth

Kelly Soldano, Senior Vice President, Network HR Operations and Kelli Baron-Cadi, Vice President, Workforce Development & Education

- Discover how WMCHHealth has transformed its workplace environment through a comprehensive employee wellness program. This case study highlights the innovative strategies and impactful initiatives that have significantly improved staff well-being, productivity, and overall job satisfaction. Learn from WMCHHealth's approach to creating a healthier, happier, and more engaged workforce.

Keynote | Closing the Generational Gap – Empathize, Communicate, and Collaborate Across Generational Differences

Raven Solomon, Keynote speaker, Author, Strategist, CEO

- For the first time in history, there are 4, in some cases 5, generations working alongside one another in the workplace. Differences across these generations can create frustration, tension and breakdowns in communication. These problems can stall productivity and create hostile work environments that lead to disengagement and dissatisfaction. Creating a culture where generational differences are understood, welcomed and even leveraged can result in higher performance, happier employees, and better places to work. This unique and highly engaging program will engage every attendee, no matter the age, as they learn about the differences and similarities across the five generations in the workforce, and how each can be leveraged to create cross-generational synergy that drives results. Attendees will walk away understanding general characteristics of each generation, why these characteristics are as they are, and how they tend to show up at work.

Career Pathways & Social Care Network Innovations

Tosha Grimmer, Executive Director, Caring Gene Healthcare Career Pathways, Inc., and Scott Emery, Chief Strategy Officer, Healthy Alliance SCN

- Learn more about the Career Pathways Training (CPT) program of the NYS Health Equity Reform 1115 Waiver for your current and future staff.



What Great Leaders Do

Gary McGuey, Senior Consultant, Franklin Covey

- Learn what great leaders do, including: Inspire Trust: Be the credible leader others choose to follow, Create Vision: Clearly define where your team is going and how they are going to get there, Execute Strategy: Consistently achieve results with and through others using disciplined processes, and Coach Potential: Unleash the ability of each person on your team to improve performance, solve problems, and grow their careers