



2023 HHRAM Fall conference

September 27th – 29th

**Madden's Resort
Brainerd, MN**

HHRAM



HHRAM, Inc. is comprised of nearly 200 healthcare HR professionals from across the state of Minnesota. All types of healthcare organizations (hospitals, clinics, dental, long-term care and assisted living centers) are represented. As part of HHRAM's educational commitment to its members, we offer webinars/conferences each year. We encourage you to attend the conference outlined in this brochure.

Mission

Our mission is to develop excellence in Healthcare Human Resource Professionals.

Vision

HHRAM will be the professional association of choice for Healthcare Human Resource Professionals, supporting the members through advocacy, innovation, collaboration, partnership, education and networking.

HHRAM

For over 45 years, HHRAM has been dedicated to providing stimulating education, invaluable networking, and comprehensive compensation and benefit resources to hundreds of healthcare professionals.

Whether you're new to the healthcare industry or are a seasoned professional, there's a place for you at HHRAM. Looking for advice? Perhaps a new career opportunity? Opportunities to network, collaborate, and learn are available throughout the year! Visit www.hhram.org for more details on the many benefits available to members of HHRAM.

Connect
with
HHRAM!



[linkedin.com/company/hhram](https://www.linkedin.com/company/hhram)



[facebook.com/HHRAMinc](https://www.facebook.com/HHRAMinc)

CONFERENCE SCHEDULE Day 1

Wednesday, September 27th

1:00 – 2:00pm	Registration
2:00pm	Welcome to Conference - <i>Lois Slick, Mary Hoffman, Roxy Hejhal</i>
2:00 - 3:00pm	“Fearless” <i>Keynote Speaker – Kat Perkins</i>
3:00 – 3:30pm	Break/Check-In
3:30 - 4:30pm	Next Level Leading <i>Keynote Speaker - Erik Therwanger</i>
4:30 – 5:00pm	Business Partner Introductions
5:00 – 8:00pm	President’s Reception <i>Entertainment: “Trivia Mafia”</i>
8:00pm -	<i>Hospitality Room</i>

*If you live, live fearless
If you love, love fearless
Life on overdrive
Take your chance and fly tonight
We're fearless*

CONFERENCE SCHEDULE Day 2

Thursday, September 28th

7:00 – 8:00am	Breakfast
8:00 – 8:30am	Visit Business Partners
8:30 – 10:00am	Building an Effective Talent Strategy <i>Proven Tactics to Attract, Hire and Retain Your Most Valuable Asset</i> <i>Keynote Speakers – Alex Chausovsky</i>
10:00 – 10:30am	Break / Visit Business Partners
10:30 – 12:00pm	Conflict Resolution/Alternative Dispute Resolution <i>Speaker – Darrick Paul</i>
12:00 – 1:00pm	Lunch Business Meeting
1:00 – 2:00pm	US Department of Labor Update <i>Speaker – Corey Walton</i>
2:00 – 2:30pm	Break / Visit Business Partners
2:30 – 3:30pm	Building Bridges of Inclusion: Embracing Diversity, Equity and Inclusion <i>Speaker – Darrick Paul</i>
3:30 – 4:00pm	Break / Visit Business Partners
4:00pm	Drawings
4:30 – 6:00pm	Lawn Games or Golf
6:00 – 7:30pm	Dinner with Business
7:30 –	Partners Campfire Hospitality Room

CONFERENCE SCHEDULE Day 3

Friday, September 29th

7:30 – 8:30am	Breakfast
9:00 – 10:00am	The Energy Experience: 7 Energy Hacks to Lead Fearlessly <i>Keynote Speaker: Kristen Brown</i>
10:00 – 10:15am	Break
10:15 – 12:15pm	Legal Update <i>Grant Collins, Felhaber Larson Law Firm</i>
12:15pm	Conference Closing & Meeting Adjourn

*This program has been submitted to the
HR Certification Institute (HRCI) for review.*



KEYNOTE SPEAKER

Kat Perkins

American Singer – The Voice

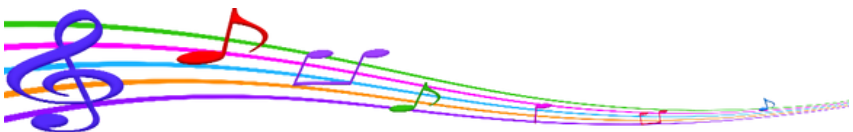
“Fearless”



Kat Perkins grew up in Scranton, North Dakota surrounded by a family of musicians. Kat followed her undeniable passion for performing and moved to Minnesota to pursue music. She quickly gained the attention of the local Twin Cities music scene.

After a hiatus from performing due to vocal surgery, Kat made a musical comeback in 2014 by auditioning and appearing on season 6 of NBC’s “The Voice”. Kat turned 3 chairs during her blind audition, charted in the top 5 on iTunes several times with her stand-out performances on the show, and sailed to the finals with help from her coach, Adam Levine. She’s since gone on to play sold out venues across America with a variety of performances and tours, and she began a successful speaking career talking about following dreams and living a Fearless life.

Praise Kat received from these presentations even let her to begin a nonprofit foundation. The Rising Star Foundation, providing scholarships and opportunity for aspiring musicians while also giving back to the local community.



KEYNOTE SPEAKER



Alex Chausovsky

Vice President of Analytics and Consulting

“Building an Effective Talent Strategy”

Alex Chausovsky is a highly experienced market researcher and analyst with more than twenty years of expertise across subjects including economics, industrial manufacturing, automation, talent and workforce issues, and advanced technology trends. For the last two decades, he has consulted and advised companies throughout North and South America, Europe, and Asia, and his insights and analysis have been featured on NPR, the BBC, and in the Wall Street Journal.

Alex has delivered hundreds of keynote presentations and webinars to small businesses, trade associations, and Fortune 500 companies across a spectrum of industries. He is currently overseeing a suite of analytics products focused on talent for the Miller Resource Group. Alex is also consulting with companies to help them become better at attracting, hiring, and retaining the impact players in their industry.



KEYNOTE SPEAKER



Kristen Brown

Elevate Your Energy!

"Up-level your 7 success energy centers for resilience & results"

Kristen Brown powers up your leadership and life as an international keynote speaker and bestselling author who drives growth at organizations like Rodan & Fields, General Mills, Boston Scientific, Cargill, Minnesota Vikings, EcoLab, national associations, and many more.

Named a top 20 trailblazer in the industry by Meetings Today Magazine, she uses her Master's education and 15-years of corporate leadership and sales experience working with some of the world's biggest brands to bring researched insights and actionable results to the audiences she serves.

Her certifications and teacher training in Holistic Health, Yoga, and healing modalities also allow her to translate soft skills into solid results for her speaking, consulting, and coaching clients. Plus her personal experiences as a widowed mom add a depth of perspective to her work helping leaders maintain momentum and resilience during change and stress.

Kristen has been featured in the national media sharing insights from her bestselling books and research including Live with Kelly, Forbes, CNN, Working Mother, Psychology Today, and many more.

Kristen's biggest faults – she's occasionally a know-it-all and sometimes a bit of a workaholic. Her biggest loves – music summer, bacon, reading, naps, her dog, Boone, and most of all, her daughter, Brooke.

KEYNOTE SPEAKER



Erik Therwanger

Next Level Coaching

“Think Great”

Erik Therwanger is one of the nation’s leading thinkers on issues of personal growth, professional development, and organizational excellence. Understanding the challenges faced by businesses striving for greater results, Erik focuses on the skills he honed in the U.S. Marine Corps, the financial services industry, and the entertainment industry, to impact growth-oriented companies.

Erik is the founder and president of Think GREAT, Inc., a specialized consulting firm focused on accomplishing corporate goals through a unique combination of leadership, team building, and sales training. Erik draws on his twenty years of experience as a leader, sales professional, entrepreneur, and presenter, to accomplish his mission – to help organizations achieve greater results.

As a speaker and consultant, Erik teaches individuals and businesses how they can exceed the expectations of their own potential. His strategies provide team members with the tools needed to achieve new levels of success. With a lasting message of inspiration, he empowers audiences as he describes his life-changing experience of being his wife’s caregiver, during her three battles with cancer.

Erik conveys his insights through the writings in his book series, The Think GREAT Collection. The strategies and techniques offered in his books provide organizations with the competitive edge for accomplishing corporate goals and achieving greater results. More than just a presenter, Erik provides consistent coaching and training to ensure that organizations exceed their expectation.

SESSION SPEAKERS



Darrick Paul, MBA, MHA, SPHR, SHRM-SCP, CPXP

People Solutions Executive – Reinventing Human
Capital Strategy

Well-regarded frontrunner in Human Resources innovation, **Darrick Paul** is both meticulous and creative in his role as a healthcare executive. His career journey includes serving as a top-caliber change leader for organizations with complex ecosystems. Darrick's trademark is that of a cross-functional business leader with a combination of expertise to include financial acumen, legal insight, cultural transformation, and operational excellence – a high-powered combination that has transformed the concept of human capital as an organizational function into catalyst of business growth.

Throughout his entire career, Darrick has built a reputation as an ROI-driven human capital solutionist, enabling the evolution of workforce planning harnessed to future-focused business goals. In each of his HR leadership roles – which includes VP-level and C-level positions for world-renowned, multi-billion-dollar organizations – he has changed the perception and value of work force management.

Darrick's career background includes high-impact contributions in several sectors, such as healthcare, transportation, hospitality, banking, retail industry, and in the military. Darrick is distinguished in his ability to design HR strategies that strengthen the talent bench during periods of change. Further, Darrick offers extensive experience in all phases of labor relations to include shaping company strategy in union campaigns and contract negotiations.

Darrick is a United States Army veteran, where he serves as an officer. Darrick also has contributed as a contract mediator with the United States Postal Service and Justice Center of Atlanta, where he mediated a variety of employment and civil related matters. Darrick earned his undergraduate degree from the University of Georgia and earned dual master's degrees from the American InterContinental University (healthcare administration and business administration). Further, Darrick has functioned as an adjunct associate professor at the University of Arkansas for Medical Sciences.

SESSION SPEAKERS



Corey Walton

U.S. Department of Labor

Corey Walton has been with the U.S. Department of Labor/Wage-Hour Division since 1997. He spent 15 years as an investigator investigating hundreds of cases under several laws including the Fair Labor Standards Act, Davis-Bacon and the Family Medical Leave Act. Over the past 10 years, Corey has served as the Community Outreach & Resource Planning Specialist (CORPS) in Wage and Hour's Minneapolis District Office. In that capacity, Corey spends most of his time conducting and organizing DOL educational and training events throughout the states of Wisconsin and Minnesota.

Grant Collins

Labor & Employment Shareholder
Felhaber Larson Law Firm

Legal Update



Grant Collins practices in both employment law and traditional labor law. On the employment side, he defends complex wage-and-hour lawsuits, including resisting class certification, and advises clients on issues of termination, severance, and compliance. Grant's traditional labor practice involves advising clients on a variety of labor-related issues, including the recent phenomenon of employee social media use, responding to unfair labor practice charges, and handling grievance arbitrations.

Grant stays current on labor and employment law by serving as co-editor of Minnesota Employment Law Report, an up-to-the-minute blog on the latest developments in labor and employment law in Minnesota and throughout the country. Through this work and his professional experience, he is a frequent commentator in the news media on labor and employment cases.

Lodging Information



Madden's on Gull Lake
11266 Pine Beach Peninsula Rd
Brainerd, Minnesota 56401

Room Rates:

\$208 per room per night

(plus applicable taxes and fees – 2 night min)

Room reservation deadline: August 1, 2023

Book your room online:

go to <https://www.maddens.com/hhram-fall-conference>
and click on the “Book your group rate” link

Or call 218-829-2811

(be sure to ask for the HHRAM Fall Conference room rate)

For more information about the hotel, visit:

<https://www.maddens.com>

Registration

Conference Registration Deadline: September 15th, 2023

cancellations after September 15 are non-refundable

Early Bird Registration: HHRAM Member: \$375/attendee

Non-Member: \$425/attendee

After August 18th: HHRAM Member: \$450/attendee

Non-Member: \$500/attendee

Conference fee pays for educational sessions, meals, and entertainment.

If you have questions, contact:

Lois Slick (lslick@lifecaremc.com)

Mary Hoffman (maryhoffmann@lakewoodhealthsystem.com)

Roxanne Hejhal (rhejhal@sfhs.org)

How to Register

ONLINE: Visit www.hhram.org/events-conferences and click on the link to register

MAIL: Send registration form below and check made payable to **HHRAM, Inc.** to:

W175N11117 Stonewood Drive, Suite 280

Germantown, WI 53022

Name: _____

Title: _____

Organization: _____

Address: _____

Work Phone: _____

Cell Phone: _____

E-Mail Address: _____

Registration:

\$ _____ Early bird (member) \$ _____ Regular rate (member)

\$ _____ Early bird (non-member) \$ _____ Regular rate (non-member)

\$ _____ President's Reception **Guest \$75**

\$ _____ New Member deduct \$75 off total registration fee.

FALL CONFERENCE SCHOLARSHIP

HHRAM will once again provide one (individual) HHRAM Member with a scholarship to attend the 2023 Fall HHRAM Conference at Madden's Resort in Brainerd, MN on September 27-29th. The scholarship includes one free conference registration.

Applicants must show financial need for the scholarship, and must be an active HHRAM member (*if not a member, join now!*). Applicants must be planning to attend the conference. Consideration will be given to those who are new to the field of healthcare human resources, as well as those who are first-time conference attendees. Recipients will share their knowledge gained at the conference by preparing a one-page summary to be published in HHRAM's next newsletter.

At this time, attendees that have their conference fees paid by their employer, organizations, and consultants or non-practitioners are not eligible for the conference scholarship.

To Apply for Scholarship

Application: Complete the scholarship application, which can be found at www.hhram.org/Scholarship-Opportunities

Due Date: **September 1, 2023**

Submission: Send the completed application, along with a professional resume and any supporting documentation to Heidi Powell, HHRAM Scholarship Coordinator, at hpowell@bigforkvalley.org

Entertainment

Please join us for "Trivia Mafia" on Wednesday, September 27th following the President's reception beginning at 5:00pm.





Healthcare Human Resources Association of Minnesota, Inc.

BENEFITS OF MEMBERSHIP

NETWORKING: Membership orientation that introduces you to HHRAM, as well as immediate connections to others in the association. You also get access to HHRAM's linkedin and facebook social media sites to stay connected.

PROFESSIONAL DEVELOPMENT: Spring and fall conferences to network with peers and enhance knowledge in relevant areas of the human resources and healthcare field. HRCI, CHHR, CP, and SCP credit hours for attending most conference programs.

ANNUAL WAGE & SALARY SURVEY: The HHRAM survey is relevant, robust and a great value for your organization. It has been a trusted resource for more than 20 years!

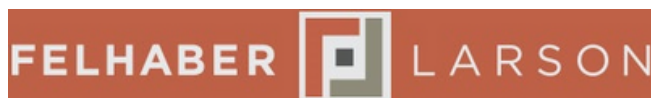
NEWS & INFORMATION: comprehensive website to watch for announcements, meeting minutes, newsletters, and other relevant links. Free hr job postings for the hhram website.

LEADERSHIP & VOLUNTEER OPPORTUNITIES: Help plan upcoming conferences, work on the salary survey, or serve in a leadership position are frequently available.

Please contact hhram@teamwi.com if you are interested in getting more involved!

There may be an opportunity waiting for you!

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THANK YOU SPONSORS



Insurance | Risk Management | Consulting



The HHRAM member forum is now open!

HELP US HELP YOU!

Your participation will help make these new website features a valuable resource for all of us.

Q&A

The HHRAM member forum is now open! Visit www.hhram.org/Q&A to discuss relevant topics, ask questions, and share insights with your industry peers. Visit often, subscribe to your favorite topics, and engage with other HHRAM members!

HR Template Resource Hub

Have you ever been looking for a spark of inspiration when it comes to writing job descriptions or important policies for your organization? Visit www.hhram.org/templates, the new HR Template Resource Hub, to share and view samples from other HHRAM members and companies.

NOTES

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HHRAM, Inc.
c/o Lois Slick
715 Delmore Drive
Roseau, MN 56751

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