

MONTHLY PULSE

The latest events, community news, and much more!

Upcoming Events

- National Employee Appreciation Day - 3/5
- Daylight Savings - 3/14
- St. Patrick's Day - 3/17
- National Certified Nurses Day - 3/19
- 1st Day of Spring - 3/20
- National Physician's Week - 3/25-3/31
- National Nutrition Month

HAPPY HCHS ANNIVERSARY!

- Paige Waggoner - 3/9 - 10 years
- Jana Cochran - 3/14 - 41 years

MONTHLY MEETINGS

- Foundation Meeting - 3/9
- Trustees Meeting - 3/22

HAPPY BIRTHDAY!

- Patrick Auman - 3/3
- Roxanne Lush - 3/12
- Janeice Imm - 3/15
- Danielle Landen - 3/29



STRATEGIC PLAN : GROWING INPATIENT



Harlan County Health System's leadership team and the Board of Trustees gathered last month for an all-day strategic planning retreat. During this time, all of those who attended brought forth ideas of discussion to help in HCHS's strategic planning for the future. The overall idea of the retreat was to figure out areas of focus and determine what can be done in order to achieve the goals that were set, which were all referenced around growing our inpatient. The retreat was a great way for representatives of all departments to bring forth their ideas and collaborate as a team. Everyone was able to focus because we were able to set aside a great deal of time for this. Dr. Patrick Auman, CEO of HCHS, mentioned, "the strategic planning retreat was a great tool to get all of our leadership and the Board on the same track. We all worked as a team to figure out a game plan for HCHS over the next couple years and I'm excited to see where this takes us." "We always want to provide the highest quality of care to our patients and this retreat helped us to reiterate what we need to do so we can continue to provide excellent service to our community and the surrounding communities. We have big goals for 2021 and the years to come. By coming together, we will be successful in the end!"

"The pessimist sees difficulty in every opportunity. The optimist sees opportunity in every difficulty" - Winston Churchill

FROM THE DESK OF
DR. PATRICK AUMAN
CHIEF EXECUTIVE OFFICER

Dear Team

2021 is moving right along, but we still have so much in store for the remainder of the year. Last week on February 25th, our leadership team and the Board of Trustees gathered with our Studer group team for a strategic planning retreat at the Johnson Center in Alma. The group spent their time working on a SWOT (strengths, weaknesses, opportunities, and threats) analysis of HCHS, with the main focus revolved around inpatient growth. In order for the hospital to remain functioning successfully, we need to have at least 2 inpatients on the floor each day for 365 days of the year. The group went through the five pillars of excellence (people, service, quality, finance, and growth) to help come up with ideas that would then help frame our overall strategic operating plan for the next several years. It was a very successful day and we're excited to see what our Studer team comes up with for us.

Last month's Board of Trustees meeting went well as usual. The board members are starting to receive very positive feedback from the community based on our quality of service and our employee/patient interaction. We are really starting to see the AIDET method coming alive in our employee's engagement with other staff and our patients. Based on where we were a year ago, this is a huge milestone for HCHS and I'm proud to see this accomplishment. Continue with the positivity and we'll only see the trust amongst our community members increase more.

Our new visiting specialists are doing well so far. They've all received several patients already, with the hopes of their numbers only increasing with time. Their additions to our service line have been wonderful so far and we're excited for them to continue building a cliental here in Harlan county. Dr. Finkner and I are also working to add a couple other services as well so stayed tuned for more information on that in the coming months. Lastly, we'll be adding each of our new visiting specialists headshots to the walls in the hospital front lobby and the waiting area in the clinic.

In regards to our HR search, we are continuing to recruit the best that we can. We've had a few interviews so far, but they have not seemed to meet our quality of standards that we are looking for. We will continue to search for more candidates and hopefully be able to fill that position soon. We want to get the right person in the position that we know will help with HCHS's success and also be in it for the long-run. We're also still heavily recruiting for nursing and lab staff. We've increased our sign-on bonuses for RN's, MT, & MLT's to \$20K and LPN's to \$15K. A referral bonus is still in place at \$2,500 for full-time recruits and \$1,250 for part-time recruits. If you know of anyone that could be interested, please get their name and contact information to me.

In closing, let's continue to work hard as a team and improve the overall culture of HCHS. To be successful, we need to work together. Remember, our goals right now are to increase our inpatient census and recruit new members to our team. Together we can do this!

Best Regards,
Dr. Patrick Auman

HCHS FOUNDATION STUDER TRAINING

The Foundation finished up their "Hearts for Healthcare" campaign last month and raised \$835 from it! The first part of the fundraiser involved heart-shaped door hangers. From those we profited almost \$200. The second half of the fundraiser took place on Facebook, where individuals could make monetary donations. We will continue to think of more fundraising ideas while we also plan our first golf tournament this year, which will take place on August 14th at the Alma Golf Course at 10 AM. Volunteers are welcome!

As you all know, the last several months we have been working with a group of program leaders from Studer. Our leaders have had numerous meetings so far about ways we can improve our team and HCHS as a whole. Some of the things that we have implemented lately are rounding, where each department head takes the time to go around to the staff in their department and discuss one-on-one with them what they are needing and how things are going with them. Leaders are also working on creating stop light reports within their department to help prioritize what needs to be done and who's going to be a part of the process in accomplishing it. The information on stop light reports comes from the rounding that takes place each month. These are great tools to help improve our communication and get us on the right track to success.

● EMPLOYEE SPOTLIGHT: *Tora Knaus*

This month's employee spotlight is Tora Knaus! Tora has been a part of HCHS as a Physical Therapist Assistant for nearly 10 years now. She loves getting to know people and hearing about their lives and other stories they have to share. She really enjoys the relationships that she makes with patients! In her free time, Tora enjoys singing, reading, running and watching her kids in their various activities. If she could a superpower, she'd choose teleportation, which would make her daily commute much easier! Tora and her husband, Ryan, have been married for 20 years and have 4 kids: Skye 18, Logan 16, Keya 14, and Dax 9. Fun facts: Tora has worked as a PTA for 24 years total and if she could travel anywhere, she would love to see the Great Pyramids in Egypt! HCHS is lucky to have you and we appreciate your dedication to the therapy department!



the **HARLAN** **HERO** *of the month*



New Alma Clinic Hours

M: 8 AM - 8 PM
T-F: 8 AM - 5 PM
S-S: CLOSED

Appointments are still available over the lunch hour.

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To schedule an appointment, call 308-928-2103.



On March 30th each year, National Doctors Day honors the professionals for their dedication and contributions to society and the community. Their dedication puts the patient first time and again. On National Doctors Day, we say "thank you" to our physicians for all that they do for us and our loved ones.

Thank you, Dr. Finkner & Dr. Peterson!

Congrats to, Craig Farlee, for being this month's 'Harlan Hero.' This award was presented based on their ability to go above and beyond normal work duties, as well as their teamwork and commitment to HCHS. Way to go, Craig!

Other Nominees:

1. Julie Kresser



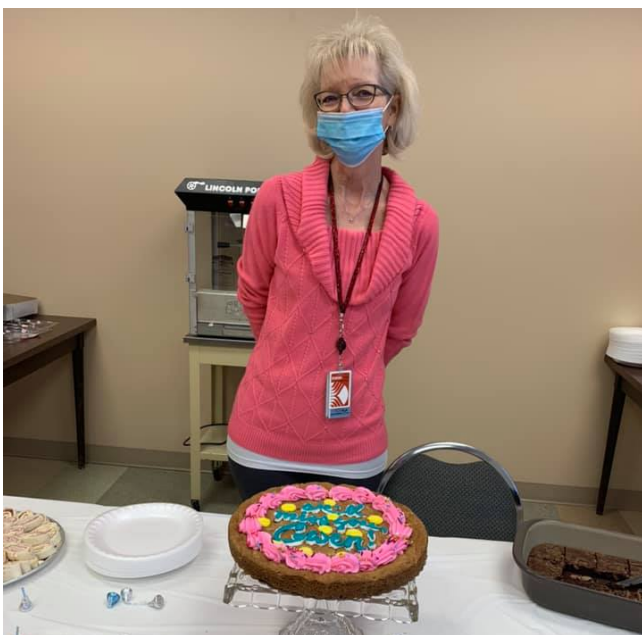
AVAILABLE POSITIONS

- Medical Technologist*
 - Medical Laboratory Tech.*
 - RN*
 - LPN*
 - HR Generalist/Manager
- *Indicates a sign-on bonus.

\$2,500K Referral bonus

HAPPY RETIREMENT, GWEN!

Last month, Gwen Westerbeck, retired from Harlan County Health System. She had been a dedicated member of HCHS for nearly 24 years and she'll certainly be missed! Thank you for all you've done over the years, we've greatly appreciated you. We hope she enjoys all of your free time, but we're glad she's staying on as PRN!



MARCH IS NATIONAL NUTRITION MONTH

March is National Nutrition Month®, the Academy of Nutrition and Dietetics celebrates this annually. As part of their campaign, they invite the public to focus on the importance of making informed food choices and developing sound eating and physical activity habits. National Nutrition Month 2020 is themed "Eat Right, Bite by Bite" and the overall message is that quality nutrition isn't restrictive, but that small changes to diet can have a cumulative effect on health over time. Every healthy nutritional choice is a choice in the right direction!



HCHS SPORTSMANSHIP AWARD RECIPIENTS



Congratulations to Carlee Stuhmer, Jason Stenka, and Tanner Heckenlively, Alma; and Braxton Cox and Kenton Thalheim, Northern Valley, for earning the Harlan County Health Systems Sportsmanship Award! Carlee, Tanner, Braxton, and Kenton earned this for basketball, and Jason for wrestling! The HCHS Sportsmanship Award was presented to these athletes for their outstanding display of character. The term "sportsmanship" is defined as, "conduct, such as fairness, respect for one's opponent, coaches, and referees, and graciousness in winning or losing, that one portrays while participating in a game or athletic event." Way to proudly represent your respective school!

UPCOMING EVENTS:



Alma Cardinals

- 3/5 - No School - Spring Break
- 3/10 - District FFA Competition
- 3/23 - Varsity Track Triangular @Holdrege - 4:00 PM
- 3/26 - Varsity Track @Wilcox-Hildreth - 10:30 AM

- 3/11 - No School - Spring Break
- 3/16 - Spring Fine Arts Festival - 6:30 PM
- 3/24 - Varsity Track @Cambridge - 10:30 AM
- HS Boys Golf @Bertrand - 3:30 PM

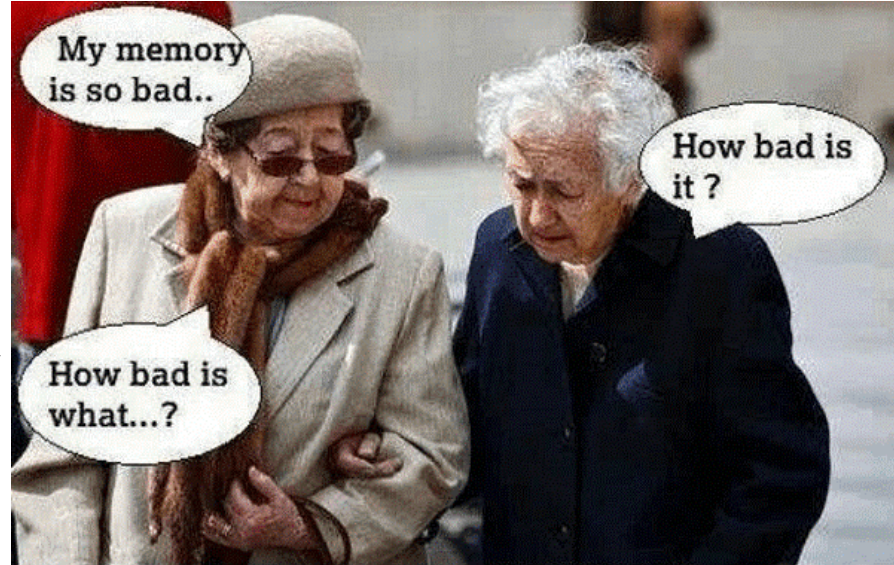
SO. Valley
Eagles



Healthy
Shamrock
Shake

Ingredients

- 3/4 cup plain yogurt
- 1 1/4 cups whole milk
- 1 cup loosely packed fresh spinach
- 4 leaves fresh mint
- 1 large banana (very ripe)
- 1/2 tsp vanilla extract
- 1 to 2 tbs maple syrup or to taste
- Freshly whipped cream and chocolate shavings for garnish optional



ST. PATRICK'S DAY FACTS!

1. The real St. Patrick was born in Britain.
2. Leprechauns are likely based on Celtic fairies.
3. The shamrock was considered a sacred plant.
4. The first St. Patrick's Day parade was held in America.
5. The Irish were once scorned in America.
6. Corned beef and cabbage was an American innovation.

7 TIPS FOR HELPING YOUR MEMORY:

1. Include physical activity in your daily routine
2. Stay mentally active
3. Socialize regularly
4. Get organized
5. Sleep well
6. Eat a healthy diet
7. Manage chronic conditions.

<https://www.mayoclinic.org/.../memory-loss/art-20046518>

Tosha Winheim
Speech Therapist
HCHS Therapy Department