

Meet our Speakers



Dr. Marjorie Bessel, MD

VP for Clinical Integration and Regional Chief Medical Officer for the Arizona East division of Banner Health

Topic Title:

Banner Health: What is Community Delivery?

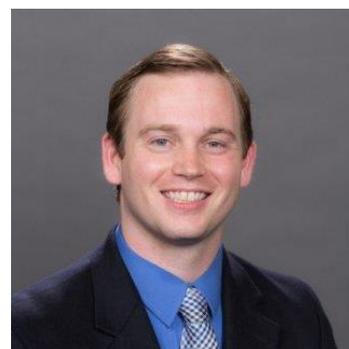
Dr. Bessel will describe how Banner Health, originally beginning as a system formed by 2 hospital-based entities merging, is rising to the challenge of creating value in community delivery. Through expansion of ambulatory services and partnerships with independent physicians and other essential partnerships in the continuum, she will describe opportunities, successes and challenges.

Derek Jones, VP Marketing ClearCare Online, San Francisco, CA

Topic Title:

Tectonic Shifts in Home Care, The In-Home Study & How to Compete

Home care agencies have seen profit margins hit hard by the Affordable Care Act (ACA) and the loss of the Companionship Exemption. And, high-tech home care entrants are making aggressive pitches to hospitals, offering unbeatable benefits to caregivers and are adopting cutting-edge technologies to differentiate with families and referral sources. Join us for this rapid fire session -- there's something for everyone! See a behind the curtain look at the tech-entrant home care concepts and how to punch back with pricing strategies, veterans programs, tax credit benefits for hiring caregivers, and the In-Home Study -- a recently published research study with Harvard Medical School that proves the impact of home care. Bonus: Free marketing kit to win referrals with hospitals and other healthcare providers with the In-Home Study.



Vance Daniels, Director of Human Resources G&A Partners, Phoenix, AZ and Salt Lake City, UT



Topic Title:

Human Resource Risks: Ten Things Every Manager Should Know

What are the most common Human Resource risks? We share our thoughts and true-to-life stories about how your practice can avoid unforeseen pitfalls. We'll discuss areas of administrative risk that tend to fall through the cracks such as proper employee classification, avoiding common mistakes when creating written documentation and how the law views managers' responsibilities. We will also cover best practices for how to properly conduct interviews, not play staff favorites, avoid unwanted discrimination claims, recognize warning signs for potential retaliation claims, what you can and cannot fire employees for saying! We promise to make it fun, and worthwhile!

Jessica Badowski, Owner
TooBusyGals.com, Tucson AZ

Topic Title:

Communication: What's Your Style

Communication Is A Key To Leadership

- What is your style of communication?
- What are your team members' style?
- Could communication conflicts be more a matter of HOW you communicate information rather than WHAT you are communicating?

This session is a hands-on, interactive, session. You will find out your communication style. Be a better leader and a better team member.



Scott Gee

Crest Insurance Group, Tucson and Phoenix, AZ

Topic Title:

Workers Compensation 101 (From the Always Exciting, Unexpected, Fascinating World of

Do you dread dealing with your workers compensation insurance? It's really not something that people look forward to. How much do you know about your policy and how it works? What is an EMOD? How is it calculated? How is your risk management going? What can you do to affect your rates? Sometimes what we don't understand becomes what we avoid. Education builds confidence. Join us for Workers Compensation 101. We will start you on the path to expertise in the areas of claims,

EMODs, projecting and preparing for changes in premium, and best practices for minimizing exposure and managing risk.

Matt Roumain, J.D.

ManageStaff, LLC Phoenix, AZ

Topic Title:

Are Your Salaried Employees Overtime Eligible? What to Know Before December.

Beginning December 1, 2016, many salaried employees earning less than \$913 per week must be paid overtime. This session will include information, tips, and strategies to ensure AZNHA's members are informed, compliant, and ready for December 1.

We will cover:

- Changes to overtime rules for salaried employees
- Determining if and when an employee should be salaried
- The importance of job descriptions
- What you should already be doing to prepare
- Strategies for maintaining compliance without raising costs



Brent Owens, Founder

All Valley Home Health Care and Nursing, Phoenix and Tucson, AZ

Topic Title:

Raising the Level of Care

With all of the challenges facing our industry today, why would anyone be talking about RAISING the level of Care? Brent Owens, who has spent 20 years owning and operating a thriving home care business, has discovered a surprising path to success in any environment. In this presentation, he will tell you what "Raising the Level of Care" can and should mean to home care business owners and why it is the key to a bigger, brighter future. The presentation will explore a more in-depth definition of CARE (explaining different levels of care and what that means to any individual) and provide a path of mastery.



Meet our Panelists

Topic Title:

Collaboration vs Competition -- Better Service to Families by Working Together

Our panel will talk about how, by working together we can all help families navigate the complexities of the healthcare system. By creating a coordinated communication system through relationships and awareness, we become a true and valued resource for the families we serve as well as our peers.

We will address questions such as;

1. How can we educate our clients and staff on one another's services?
2. In your opinion, what is the blind spot in the healthcare industry?

Plus we will be taking written questions from our audience. You will not want to miss being a part of this important conversation.



Our Moderator is
Keffory Levy, All Valley
Home Health Care

Meet our Panel



Debbie Black
From the Heart
Placements & Resources



Natasha Burhman-Kleier, LCSW
East Valley Health South
Rehabilitation Hospital



Roger Grancorvittz, RRT,
Hospice Professional



Megan Spears, ANP
Healthy Tomorrows