

# 2024 Nurse Leadership Webinar Series

\*See website for registration fee information. <https://ndha.org/events/nurseleaderwebseries24/>

**January 25, 2024 | Noon – 1:00 p.m. CT**

## **Finance 101 for the Non-Financial Leader**

*Presented by Traci Rabine, Director – Healthcare Consulting, Eide Bailly, LLP*

**Content:** Healthcare leaders are faced with many challenges on a day-to-day basis. This session will provide an understanding of how to best navigate and understand the financial elements and expectations for healthcare leaders. Specific details pertinent to both organizational and departmental leaders will be shared related to budgeting, financial statements, forecasting, controlling costs, and the revenue cycle.

### **Learning Objectives:**

- Discuss the importance of departmental budgets and detailed actions to prioritize.
- Identify and understand your role in impacting the revenue cycle and optimizing cash flow.
- Recognize opportunities in maximizing reimbursement and minimizing costs.

**Speaker:** Traci has more than 20 years of experience in healthcare leadership, construction management, clinic and hospital operations, and revenue cycle. She spent most of her career in administrative roles at hospitals and multi-specialty clinics. She has continued her career at Eide Bailly as a Director. She is passionate about helping organizations succeed through implementing and managing efficient processes, growth, and engaging and involving staff.

**February 22, 2024 | Noon – 1:00 p.m. CT**

## **Keys to FMLA and ADA Compliance**

*Presented by Paula Graner, GHR Consulting*

**Content:** This session will give you quick tips for navigating the complex laws of FMLA and ADA Compliance. You will identify what you as a supervisor and employee need to know regarding policies, properly designating leave and considering what are reasonable accommodations and much more. Creating clear lines of communication with employees to ensure informed decisions.

Learning Objectives:

**Speaker:** Paula Graner shares her passion to make life "just a little better" for every person she encounters. Paula creates training programs specific for the needs of today's business environment. Ms. Graner utilizes her years of experience in human resources in county government as the foundation for training topics trending today. Paula recognizes effective communication, in all aspects of work are the fundamental skills needed for companies and organizations to thrive. Paula is a certified trainer, with John Maxwell, Developmental Dimensions International and she is a certified Professional in Human Resources. A graduate of North Dakota State University, Paula also has a master's degree in business administration from the University of Mary.

**March 25, 2024 | Noon – 1:00 p.m. CT**

## **Mentor's Supercharge**

*Presented by Jeanne Masseth, Legacy Talent Agency*

**Content:** This session arms leaders who informally mentor others with actionable steps to build stronger connections and richer communication with those they lead. We'll explore tips for fostering trust, asking better questions and being fully present for those you mentor. And you'll "try on" mentoring from three unique perspectives.

### **Learning Objectives:**

- Actionable ideas to build trust.
- Power questions to draw reflection among those you mentor.
- Accountability for how and when you leverage what you learned to elevate your mentorship.

**Speaker:** Jeanne Masseth is the founder of Legacy Talent Development Inc. Workplace learning has been her expertise for nearly 20 years. She works alongside clients to co-create development experiences specific to their most critical talent challenges. Her wheelhouse is crafting high-impact mentoring programs and leadership think tanks. She helps companies foster their talent pipeline through strong mentorship. Jeanne also facilitates peer advisory groups for leaders who wish to accelerate their development, elevate their goals, and make better business decisions. Jeanne is certified as a facilitator, consultant, and trainer in addition to maintaining SPHR and SHRM-SCP designations. She earned a master's degree in human resources. And holds membership in the Association for Talent Development, Chamber of Commerce and Society for Human Resource Management. When She's not working, you'll find Jeanne cheering on her children's activities, traveling, running, and enjoying time on the water.

**May TBA, 2024 | Noon – 1:00 p.m. CT** *Date and details coming soon!*

## **State Advocacy 101 & Legislative Update**

*Presented by Tim Blasl, President and Melissa Hauer, VP/General Counsel, NDHA*

### **Speakers:**

Tim Blasl is the President of the North Dakota Hospital Association, a not-for-profit trade association that represents North Dakota's hospitals. Mr. Blasl joined the association in 2008 and was appointed president in 2018. Mr. Blasl has over 28 years of healthcare experience. He provides leadership and guidance for members as it relates to advocacy and education. He also leads the association's affiliated entities, Hospital Services, Inc., the North Dakota Hospital Foundation, and the NDHA Health Benefits Trust. Mr. Blasl's experience includes 14 years with a hospital overseeing the revenue cycle operations for both the hospital and clinic. Mr. Blasl is a native of Bismarck, North Dakota. He earned a Bachelor of Science Degree from the University of Mary majoring in accounting and business administration.

Melissa Hauer is General Counsel at the North Dakota Hospital Association. Prior to joining NDHA, Melissa served in both the private and public sectors. She started her career practicing law in Washington and, after deciding to return home, she practiced with a Bismarck law firm primarily in the areas of lobbying, family law, wills, trusts, and estates, and litigation. She also served as General Counsel for Sanford West, the North Dakota Insurance Department, and the North Dakota Department of Human Services. Melissa has a bachelor's degree, cum laude, from the University of North Dakota and received her law degree, cum laude, from the Gonzaga University School of Law in Spokane, Washington.