

2024 Avera vLEAD Leadership Series - Lead My Team - Recognition Innovation: Leveling Up Pizza Fridays

12/15/2024 to 12/15/2027

Enduring Material

Purpose:

This recorded session features Avera Talent Development Consultant Robyn Ewalt and a leader panel, sharing insights in how recognition can be innovated and refreshed to support employee engagement efforts. Recognition is critical tactical leadership necessary for effective leaders in healthcare and has trended near the top of the list for Avera's employee engagement focus for the last several surveys. Leaders may not always consider recognition a key leadership skill, but at the consideration of retention and our staffing concerns in this health system, they perhaps should be. This discussion outlines the importance of recognition while also offering inspiration to innovate leadership skills in this arena. Recognition doesn't need to be a huge drain on the budget, but it can be a big impact that creates a ripple effect on engagement, retention, and organizational culture. Employee recognition is a direct connection to the leadership skillsets outlined in Avera Leadership Competency Builds Effective Teams and is founded in our organizational value of Hospitality.

Objectives:

- 1 Articulate the importance of specific and intentional recognition and how this impacts employee engagement.
- 2 Demonstrate understanding that recognition does not have to be complicated to be impactful.
- 3 Apply existing tools for Avera leaders to team efforts in individualizing employee recognition.

Target Audience:

Physician, Nurse – RN/LPN, Nursing Facility Administrator, Administration, Manager, Social Worker

For successful completion:

- Watch video
- Complete pre & post-test
- Complete evaluation

Accreditation & Credit Designation:

Accreditation



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INTERPROFESSIONAL CONTINUING EDUCATION

In support of improving patient care, Avera is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Continuing Education Credit Designation(s)

Medicine CME: Avera designates this live activity for a maximum of 0.75 *AMA PRA Category 1 Credit(s)*™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Nurse CE: Avera designates this activity for a maximum of 0.75 ANCC contact hour(s). Nurses should claim only the credit commensurate with the extent of their participation in the activity.

REMINDER

Attendance can be texted up to 24 hours after the activity



SD State Board of SW: Avera Health Provider #1029 is an approved provider of continuing education by the South Dakota Board of Social Work Examiners. Social Workers will receive 0.75 continuing education clock hour(s) for participating in this course.

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Nursing Facility Administrator: Avera is an approved provider of continuing education for South Dakota through the South Dakota Board of Nursing Facility Administrators. This educational activity is approved for 0.75 hour(s) for nursing facility administrators.

Additional Information:

Feedback person for this educational activity is:

Enduring Material available from 12/15/2024 to 12/15/2027

- This course content was reviewed on 12/13/2024

Disclosure Policy:

Due to the regulations required for CE credits, all conflicts of interest that persons in a position to control or influence the education must be fully disclosed to participants. In observance of this requirement, we are providing the following disclosure information: all relevant financial relationships disclosed below have been mitigated.

Name of individual	Individual's role in activity	Nature of Relationship(s) / Name of Ineligible Company(s)
Vonda Reed, A.S. Accounting	Committee Planning Member	Non-Clinical Exception
Debbie Kooiker, BA, Consultant	Content Expert - Committee Member	Non-Clinical Exception
Tracy Olson, MS, SPHR, SHRM-SCP	Committee Planning Member	Non-Clinical Exception
TANYA DIETRICH, BA RT(R)(M)	Committee Planning Member	Non-Clinical Exception
Dawn Ingalls, SPHR, SHRM-SCP, Human Resources	Committee Planning Member	Non-Clinical Exception
ROBYN EWALT, BA	Faculty, Lead Planner	Non-Clinical Exception
TERI BERGELEEN, FACHE	Faculty	Non-Clinical Exception
Laura Woolverton, SW	Content Expert - Committee Member	Non-Clinical Exception
Kelly Boyd, MSN	Committee Planning Member	Non-Clinical Exception
Matthew Campion, MPH	Faculty	Non-Clinical Exception
Jason Pettigrew, EdD	Committee Planning Member	Non-Clinical Exception

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