

# Agenda

## Monday, May 5, 2025

3:00 p.m. – 5:00 p.m.	<b>State Association Meeting</b> (For state hospital association attendees only)	📍 Amelia Ballroom
4:00 p.m. – 9:00 p.m.	<b>Registration Open</b>	📍 Magnolia Foyer

## Tuesday, May 6, 2025

7:00 a.m. – 8:00 a.m.	<b>Breakfast</b>	📍 Magnolia Terrace & Garden
8:00 a.m. – 8:30 a.m.	<b>Welcome, Announcements &amp; Housekeeping</b>	📍 Magnolia Ballroom
8:30 a.m. – 9:30 a.m.	<b>Sailing the Digital Frontier: Transforming Workforce with Technology</b>	📍 Magnolia Ballroom

As healthcare organizations face shifting tides, success lies in balancing the evolving demands of the workforce with the rapid pace of technological advancement. This keynote will offer actionable strategies to align talent development with innovation, ensuring organizations are equipped to meet today's challenges while seizing future opportunities for growth and stability.

In this session, the speaker will explore:

- **The State of the Workforce:** An overview of today's labor market, highlighting key trends such as talent shortages, reskilling and shifting worker expectations.
- **The Evolution of Technology:** How emerging technologies are creating efficiencies, redefining roles and driving long-term innovation.
- **Bridging Talent and Technology:** Practical solutions for integrating technology into workforce strategies to create agile teams and sustainable growth.

### Speaker

- Jason Drucker, Chief Product Officer, Aya Healthcare

9:35 a.m. – 10:00 a.m.	<b>Charting the Course: Leadership Through Changing Tides</b>	📍 Magnolia Ballroom
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### Speaker

- Dr. Carolyn Swinton, DNP, RN, NEA-BC, FACHE, NCC, ACC, Founder & Chief Executive Officer, Reveille Executive Coaching & Consulting Services, LLC

## Tuesday, May 6, 2025 *(continued)*

10:00 a.m. – 10:40 a.m.

### Setting Sail: Cultivating Tomorrow's Leaders

📍 Magnolia Ballroom

In the ever-evolving landscape of healthcare, strong leadership today paves the way for the leaders of tomorrow. This session explores how to inspire trust, collaboration and resilience during uncertain times while nurturing a steady pipeline of future leaders. Participants will gain practical strategies for guiding teams through change, fostering a culture of accountability and preparing the next generation to step confidently into critical roles.

#### Learning Objectives

- Identify key leadership traits and strategies to navigate uncertainty with confidence.
- Explore methods to build collaboration, accountability and resilience within teams.
- Develop actionable plans for succession planning, mentorship and leadership growth.

#### Moderator

- Dr. Carolyn Swinton, DNP, RN, NEA-BC, FACHE, NCC, ACC, Founder & Chief Executive Officer, Reveille Executive Coaching & Consulting Services, LLC

#### Panelists

- Dr. Mark Brown, DHA, MSHA, CRA, Chief Operating Officer, Nashville General Hospital
- Michelle Adamolekun, Chief People & Culture Officer, Cone Health
- Tami Frost, MSN, RN, CENP, Senior Vice President & System Chief Nursing Officer, Carilion Clinic

10:40 a.m. – 11:10 a.m.

### Morning Break

11:15 a.m. – 12:15 p.m.

### Keynote Speaker: Cassandra Worthy

📍 Magnolia Ballroom

#### Master the Chemistry of Change: Uncover Your Inner Change Enthusiasm®

The Change Enthusiasm® strategy presented in this keynote empowers the audience to self-assess their change emotions and redirect anxiety and fears into moments of opportunity.

#### This program is perfect for leaders and teams:

- Embarking upon or going through significant change or disruption such as merger, acquisition, or restructure.
- Constantly challenged and stressed by having to grow the business with less time, fewer resources.
- Dealing with the complexity and frustrations of changing the way they work through digital transformation, new software integration, and/or new business practices.

#### The audience will leave with:

- An inspired perspective that managing and championing significant shift is entirely possible and even enjoyable.
- Steps to cultivate a growth mindset to thrive in the face of stressful and frustrating change.
- The education, energy, and motivation to take the first step to becoming a Change Enthusiast.

12:15 p.m. – 1:45 p.m.

### Lunch

📍 Magnolia Terrace & Garden

1:45 p.m. – 3:15 p.m.

### Roundtable Discussions – Round 1

📍 Magnolia Ballroom & Amelia Ballroom

This Roundtable favorite gathers small groups together to explore pressing topics and foster collaborative discussions through shared perspectives. Dive into these dynamic discussions and gain fresh insights into key challenges facing healthcare organizations today.



## Tuesday, May 6, 2025 *(continued)*

3:15 p.m. – 4:15 p.m.

### Casting the Net: Strengthening the Talent Pipeline in Healthcare

📍 Magnolia Ballroom

Overcoming workforce shortages requires innovative strategies to cultivate a robust talent pipeline across nursing, allied health, physician roles and non-clinical positions. This session will provide practical approaches to recruiting, training and retaining a diverse and skilled workforce.

#### Learning Objectives

- Learn to assess gaps and identify opportunities within your current talent pipeline.
- Explore creative strategies to attract, develop and retain skilled professionals.
- Design a long-term workforce plan to address workforce shortages across all roles.

#### Moderator

- Cristal Mackay, Vice President, Advisory Solutions

#### Panelists

- Tony Cipriano, Director, Talent Acquisition & Physician Recruitment, CentraState
- Tiffany Crews, MSN, RN, Director of Nursing Professional Development, Maury Regional
- Lara Kennedy, Director of Talent Acquisition and Employee Relations, UTMC

4:15 p.m. – 4:45 p.m.

### Sailing Beyond Borders: Going Global to Strengthen the Workforce

📍 Magnolia Ballroom

Discover how OhioHealth expanded its reach globally to solve workforce shortages and build a future-ready talent pipeline. This session charts their journey and offers practical guidance for any organization ready to expand its reach.

#### Speakers

- Tiffany Bradley, CCWP, Regional Vice President, Program Management and International Solutions, Qualivis
- Christine Coriell, MHA, BSN, RN, NE-BC, Director of System Nursing Operations, OhioHealth

4:45 p.m. – 6:00 p.m.

### Free Time

6:00 p.m. – 9:00 p.m.

### Evening Beachside Event

📍 Oceanside Beach

## Wednesday, May 7, 2025

7:00 a.m. – 8:00 a.m.

### Breakfast

📍 Magnolia Terrace & Garden

8:00 a.m. – 8:20 a.m.

### Welcome, Announcements & Housekeeping

📍 Magnolia Ballroom

## Wednesday, May 7, 2025 *(continued)*

8:20 a.m. – 9:20 a.m.

### **Riding the Wave: Harnessing Innovation with Groundbreaking Tech in Healthcare** 📍 **Magnolia Ballroom**

Advancements in artificial intelligence and technology are reshaping the healthcare landscape. In this session, we will explore how leaders can leverage AI and technology to boost operational efficiency, enhance patient care and empower their workforce to thrive in a rapidly evolving environment. Discover how AI and automation are optimizing float pool management and workforce deployment across healthcare systems.

#### **Learning Objectives**

- Discover the latest applications of AI in healthcare operations.
- Learn how technology is driving smarter workforce and float pool strategies.
- Explore real-world examples of successfully implemented innovations.

#### **Moderator**

- Dani Bowie, DNP, RN, NE-BC, Senior Vice President, Workforce AI

#### **Panelists**

- Lisa Smithgall, PhD, RNC-NIC, CPNP-PC, NEA-BC, Senior Vice President & Chief Nursing Executive, Ballad Health
- Brienne Sandow, MSN, RN, NEA-BC, Chief Operating Officer, Chief Nursing Officer & Associate Vice President, Operations, St. Luke's Health System

9:25 a.m. – 10:30 a.m.

### **Ripples in Care: Adapting Care Models and Operations to Support Communities and the Workforce**

📍 **Magnolia Ballroom**

This session will explore the dynamics of building resilient care teams in today's evolving healthcare landscape. Our first two speakers will discuss how virtual nursing offers innovative solutions to workforce challenges while meeting the changing needs of patients. Attendees will gain insights into implementing effective care strategies that uphold clinical quality, ensure continuity, and prioritize patient satisfaction. The session will conclude with a powerful story from our final speaker, who will share how their team rapidly adapted operations during Hurricane Helene to maintain care and serve the community when it mattered most.

#### **Learning Objectives**

- Identify innovative applications of virtual nursing to enhance care delivery and alleviate workforce strain.
- Understand strategies to maintain clinical quality and patient satisfaction when integrating new care models.
- Explore how operational agility and leadership play a critical role during large-scale disruptions such as natural disasters.

#### **Presenters**

- Debra Raupers, MSN, RN, CENP, Executive Vice President and Chief Nursing Officer, Guthrie
- Sarita Rhodes-Vivour, MSN, RN, CCRN-K, NEA-BC, Associate Vice President of Acute Care Nursing, Virginia Hospital Center
- Lisa Smithgall, PhD, RNC-NIC, CPNP-PC, NEA-BC, Senior Vice President & Chief Nursing Executive, Ballad Health

10:30 a.m. – 11:00 a.m.

### **Morning Break**

11:00 a.m. – 12:00 p.m.

### **Roundtable Discussions – Round 2**

📍 **Magnolia Ballroom & Amelia Ballroom**

Attendees love this session so much we're doing it twice! Gather again in small groups to explore a different set of pressing topics, foster collaborative discussions and share your perspectives.

12:00 p.m. – 12:30 p.m.

### **Thank You & Closing Remarks**

📍 **Magnolia Ballroom**