

12-7-2018

LVHN Weekly-Pocono

Lehigh Valley Health Network

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Now Available at LVH-Pocono: A Benefit That Helps You Save for College

by [Rick Martuscelli](#) · December 5, 2018

With college costs rising faster than inflation, many students need assistance paying for their higher education. To help you save for this important goal, LVHN is offering you a CollegeAmerica 529 Plan as part of your benefits package. (Note: This benefit is now available to all colleagues, including those at LVH-Pocono.)



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With CollegeAmerica, you get some great benefits:

- **Tax-advantaged investing.** Earnings in a 529 account grow free from federal tax. This can help you accumulate more over the long term.
- **Flexibility.** You can use the assets in your account to fund expenses at any U.S. public or private college – undergraduate, graduate, professional or vocational. Qualified expenses include tuition, fees, room and board, and many more.
- **Investing for any beneficiary.** You can save for anyone: your children,

grandchildren, nieces, nephews, friends, etc. You can even save for yourself. In addition, there are no age or income limits.

- **Convenience of automatic investing.** You easily invest on a regular basis through deductions from your personal bank account or payroll deductions.
- **Low plan costs.** You never pay a sales commission, and you benefit from low operating expenses. That way more of your money goes toward pursuing your goal.
- **Control over your account.** Unlike other college funding vehicles, you always control the assets in a 529, even when your beneficiary reaches the age of enrollment.

Get more information

- [Learn more about 529 plans.](#)
- [Download CollegeAmerica® 529 Plans flier.](#)
- Call 610-402-8801 to talk with one of our VALIC financial advisors.

President and CEO Describes How LVHN Helps You Live Your Healthiest Life at the Annual Meeting – VIDEO

by [Rick Martuscelli](#) · December 7, 2018

Before an audience of community members, colleagues and members of LVHN's Board of Trustees, LVHN President and Chief Executive Officer Brian Nester, DO, MBA, FACOEP, asked the people of our community to think about the defining moments in their life. "For life's defining moments to



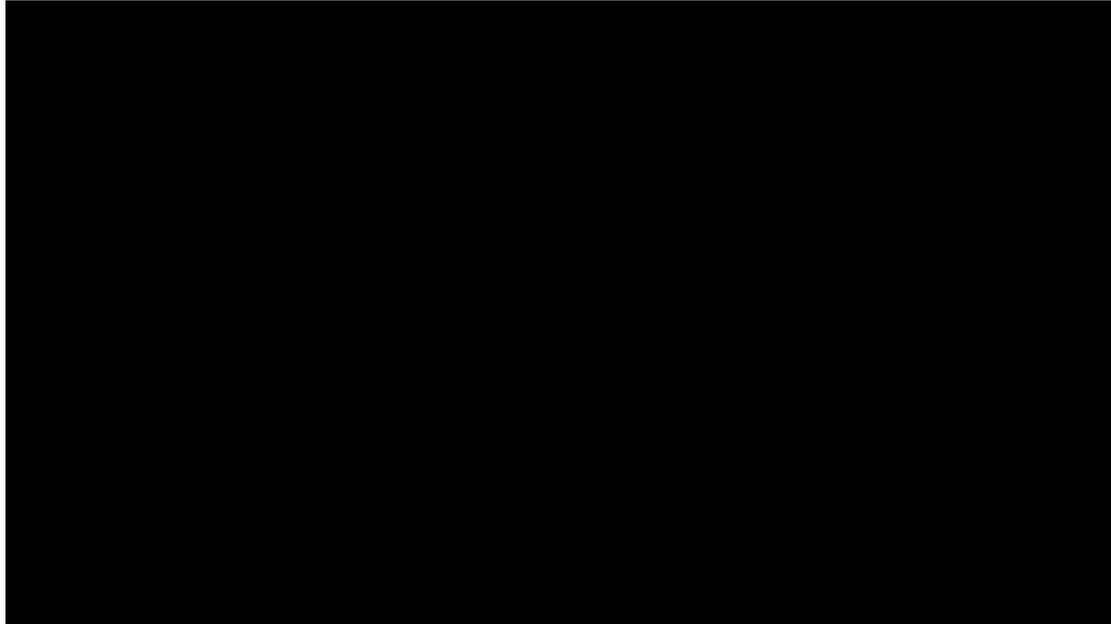
be truly defining, you must have one key ingredient: Good health," Dr. Nester said. "Because without good health, life is defined by the struggle to achieve it."

During his President's Report, Dr. Nester talked about how LVHN you live your healthiest life. He discussed how our team of 18,000 health care professionals move forward together to give the people of our community convenient access to the high-quality care they need, expect and deserve. Dr. Nester discussed our focus on health care quality and value, our commitment to growth in all the communities we serve, and our unwavering commitment to give colleagues, patients and families an outstanding experience at LVHN.

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You can watch Dr. Nester's entire presentation below and read LVHN's Annual Report online at [LVHN.org/annual report](https://www.lvhn.org/annual-report). There, you'll get detailed information about LVHN's finances and community benefit.



Lynn's Turn: Including Everyone This Holiday Season

by [Klunk Millan](#) · December 3, 2018

The holiday season is upon us. It's a time to celebrate with our family, friends, colleagues and patients. Celebrating the season at LVHN is an exciting time because our health network is wonderfully diverse. It includes thousands of people representing numerous cultures.

At LVHN, we want to be inclusive of all the holidays that colleagues, patients and families celebrate.

While Christianity is the most common religion in the U.S., there are about 29 holidays between Nov. 1 and Jan. 15 celebrated by seven of the world's major religions. Keep in mind that some people don't celebrate these holidays at all.

How can you be inclusive with colleagues, patients and families? Here are some ideas:

- Ask others how they observe the holiday season and what greetings they prefer.
- If you're having a celebration in your department, include foods from different religions and cultures.
- Allow colleagues to opt out of celebrations and don't make them feel uncomfortable for doing so.
- Create a multicultural calendar within your department to encourage recognition of colleagues' holidays.

When you have a health network with 18,000-plus colleagues, and care for a region



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as vast and diverse as ours, you're sure to encounter people celebrating a holiday with which you might not be familiar. To help you be inclusive of all people, here's a list of some of the world's holidays:

- **Hanukkah** – An eight-day Jewish Festival of Lights which starts at sundown on Dec. 2 and ends at sundown on Dec. 10
- **Bodhi Day** – A Buddhist holiday celebrated on Dec. 8 that commemorates the day Siddhartha Guatama, the historical Buddha, experienced enlightenment
- **Yule** – A Wiccan celebration of the winter solstice takes place from Dec. 20-23
- **Christmas** – A celebration of the birth of Jesus celebrated by many Christians on Dec. 25 or Jan. 7
- **Kwanzaa** – A weeklong secular holiday honoring African-American heritage celebrated Dec. 26 to Jan. 1
- **Lunar New Year** – The traditional Chinese holiday marking the end of winter falls on Feb. 5, 2019
- **Diwali** – A five-day Hindu Festival of Lights that began Nov. 6

Whatever you observe, the holiday season is a time for celebration. Let's make it even better by respecting all cultures and celebrating together as one health network and one community.

Wishing you and your family a happy and healthy holiday season,

Lynn



About me: My name is Lynn Turner, Senior Vice President and Chief Human Resources Officer. In this blog, I will write about the issues important to you, share information about our policies and how LVHN works to support you. In return, I hope you will feel comfortable asking questions and sharing your concerns.

Revised Transfer and Promotion Policy Helps Ensure Productivity

by [Rick Martuscelli](#) · December 5, 2018

It is wonderful to be part of our large health network where colleagues can seek new developmental opportunities and transfer to a new position. With hundreds of transfers occurring annually, it is helpful to periodically review the transfer policy.



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The amount of training and time required to orient a colleague for a new role has increased dramatically. When a colleague transfers out of a department and a manager is required to hire and train a new colleague, productivity suffers. With this in mind, the following changes were made to LVHN's Transfer and Promotion Policy in March of 2018.

When requesting a transfer or promotion, preference will be given to those qualified colleague who have completed 12 months in their current position. In unique situations, if both the sending and receiving department leaders agree, an internal transfer can occur prior to the 12 months.

In addition, the following guidelines apply when colleagues transfer between major core entities of LVHN:

- The colleague will maintain his or her original hire date with LVHN for purposes of benefit vesting.
- The colleague will be paid out any accrued, unused PTO at the time of transfer, per policy, and will accrue PTO per the new entity's policy.
- Colleagues will carry their accrued sick time over to their new assignment.
- Colleagues who are transferring to a benefits-eligible position will be eligible for benefits on the effective date of their transfer.

All LVHN policies can be accessed in the Colleague Resource Center or in PolicyTech. Please reach out to your HR consultant /representative for assistance in interpretation and/or administration of these or any other HR policies.

Thank you for your collaboration and support.

Enter our March of Dimes T-shirt Contest and Help Design a Healthier Future for Babies

by [Rick Martuscelli](#) · December 3, 2018

Premature birth is rising around the globe including in the United States where one in 10 babies are born too soon. You can help shine a light on the issue of prematurity and birth defects by entering our March of Dimes T-shirt design contest. The winning design will be worn by the LVHN team during the Annual Walk and Run for Babies in 2019.



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Here's how you can participate:

- Create a design that depicts healthy babies.
- Create your artwork on paper or digitally.
- Email your submission or send it via interoffice mail to Marketing and Public Affairs. (See contact information below.)
- Make sure your design arrives no later than Dec. 29, 2017.

All LVHN colleagues and their families are eligible to participate. Please email your submission to Tracey Sechler at tracey.sechler@lvhn.org or send through interoffice mail to Marketing and Public Affairs, LVHN-Mack Boulevard.

Winners will be announced in late January. Please be aware that the submitted design will be altered to fit LVHN brand standards.

The Power of Engaged Leadership Through Gemba Walks

by [Marciann Albert](#) · December 4, 2018

Lehigh Valley Physician Group (LVPG) understands people are our most important asset. That's why members of senior leadership are making it a priority to connect with practice colleagues on the front lines of patient care. Leaders want to learn about your successes, identify areas of opportunity and optimize practice efficiencies.

Gemba is a Japanese term meaning “actual place.” In the workplace, Gemba is referred to the place where value is created. In LVPG, value is created in our practices by dedicated colleagues working together to provide high-quality patient-centered care.

A Gemba walk is not an opportunity to find fault in others, place blame or enforce policies. By entering the place where direct patient care is being delivered, senior leadership's goal is to open a dialogue with colleagues to connect and learn.

“Practices do not have to prepare anything when a Gemba walk occurs,” says Molly Thompson Chavez, Manager of Process Improvement and Access Strategy. “The most important thing is to be open and willing to communicate how things are going and what our patients are telling us.”

Members of LVPG senior leadership visiting practices include:

- Michael A. Rossi, MD, Chief Physician Executive, LVHN, President, LVPG, Clinical Professor of Cardiology, USF Colleague of Medicine
- [Jennifer Stephens, DO, Chief Medical Officer, LVPG](#)
- James Demopoulos, Senior Vice President and Chief Operating Officer, LVPG



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Practice colleagues who recently experienced Gemba walks with senior leaders believe visits are meaningful and promote bilateral feedback. Kimberly Wittner, Practice Director at Lehigh Valley Physicians Practice says, “Senior leaders often hear about practices from other fellow leadership roles (i.e. administrators, practice directors, practice managers), but I feel it’s more meaningful for staff when senior leadership actually come to the practice and correlate practice stories they hear by meeting with staff. After all, they have the best stories to tell.”

Additional sentiments from staff at Lehigh Valley Physicians Practice mirror Wittner’s view. Many staff felt listened to and that senior leadership had a genuine interest in being there, working and meeting with colleagues to hear their voices.

Remember, perspective is gained through experience. By focusing on the actual place where work happens, we can enhance safety, improve customer service, reduce costs and empower innovation and learning.

To learn more about the LVPG Gemba walks and various lean tools being utilized, contact Molly.Thompson@lvhn.org.

Get 20 Percent Off LVHN Logo Drinkware

by [Emily Shiffer](#) · December 3, 2018



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Now you can shop for LVHN-branded apparel and merchandise at a discounted price in our gift shops. Each month, a new item will be featured.

Discounted merchandise in December is LVHN logo drinkware, including travel mugs and tumblers.

There isn't a promo code; it's already reduced in stores.