

# Re-Recruiting Your "A" Team

## Program Overview

Take a moment to think about your highest performing nurses and clinical staff that make up your "A" team. Now think about your reaction if any one of them came to you with their resignation in hand. Proactively identifying and implementing strategies to re-recruit and retain your "A" team can prevent you from experiencing this unfortunate scenario firsthand. Nurse turnover can impact patient satisfaction, patient engagement and overall patient outcomes. Research and best practices from organizations like The Studer Group and The Advisory Board Company support and promote the need for nurse leaders to make a significant investment in high performing nurses and clinical staff. In this interactive skill-building session, you will learn and practice simple yet valuable tools and techniques for keeping your "A" team intact.

## Program Objectives

1. Identify the nurse manager's role in retaining high performing nurses and clinical staff
2. Evaluate research and strategies on nurse engagement and retention
3. Review effective tools and techniques to retain high performers
4. Design an action plan for re-recruiting your "A" team

## About the Speaker

Lyndley O'Dell, MS is a healthcare human resources professional with experience in various aspects of HR including talent acquisition, onboarding, employee engagement, employee relations, performance management and organizational development. Lyndley has created and conducted retention tools like stay interviews and has experience with identifying high performers, developing formal retention plans, and advising healthcare leaders on opportunities to retain high performing employees. In addition to holding two HR certifications, Lyndley is also certified through ATD's Improving Human Performance program.

This educational activity is jointly provided by AXIS Medical Education and MHEI.



## DATE/TIME

Tuesday, August 13, 2019

8:30 AM – 12:00 PM

Registration and Continental Breakfast begin at 8:00 AM

**Part of our  
Summer Shorts  
series!**

## LOCATION

Maryland Hospital Association

Pierson Conference Center  
6820 Deerpath Road  
Elkridge, MD 21075

## PROGRAM FEE

Early Bird MHEI Member: \$129 (Register & Pay by July 13)  
MHEI Member: \$199 (After July 13)

Non-Member: \$225

## REGISTER

To register, please visit [MHEI.org](http://MHEI.org).  
Questions? Contact Kelly Yost,  
Manager of Programs & Membership: [kyost@mhei.org](mailto:kyost@mhei.org)

## WHO SHOULD ATTEND?

- Nurse Managers and Leaders
- Clinical and Non-Clinical Leaders, including Team Leaders, Supervisors, Coordinators



maryland healthcare  
education institute  
6820 Deerpath Rd.,  
Elkridge MD 21075  
410.796.6239 (p)  
[www.mhei.org](http://www.mhei.org)

## CONTINUING EDUCATION

### Accreditation Statement



In support of improving patient care, this activity has been planned and implemented by AXIS Medical Education and MHEI. AXIS Medical Education 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.

### Credit Designation for Nursing

AXIS Medical Education designates this continuing nursing education activity for 3.25 contact hours.

Learners are advised that accredited status does not imply endorsement by the provider or ANCC of any commercial products displayed in conjunction with an activity.

### AXIS Contact Information

For information about the accreditation of this program please contact AXIS at 954-281-7524 or [info@axismeded.org](mailto:info@axismeded.org).

### Disclosure of Conflicts of Interest

AXIS Medical Education requires instructors, planners, managers and other individuals and their spouse/life partner who are in a position to control the content of this activity to disclose any real or apparent conflict of interest they may have as related to the content of this activity. All identified conflicts of interest are thoroughly vetted by AXIS for fair balance, scientific objectivity of studies mentioned in the materials or used as the basis for content, and appropriateness of patient care recommendations.

The faculty reported the following financial relationships or relationships they or their spouse/life partner have with commercial interests related to the content of this continuing education activity:

Name of Faculty or Presenter	Reported Financial Relationship
Lyndley O'Dell, MS, PHR, SHRM-CP	Nothing to disclose

The planners and managers reported the following financial relationships or relationships they or their spouse/life partner have with commercial interests related to the content of this continuing education activity:

Name of Planner or Manager	Reported Financial Relationship
Dee Morgillo, MEd, CHCP	Nothing to disclose
Holly M. Hampe, D.Sc., RN, MHA, MRM	Nothing to disclose
Kelly Yost	Nothing to disclose

### Disclaimer

Participants have an implied responsibility to use the newly acquired information to enhance patient outcomes and their own professional development. The information presented in this activity is not meant to serve as a guideline for patient management. Any procedures, medications, or other courses of diagnosis or treatment discussed in this activity should not be used by clinicians without evaluation of patient conditions and possible contraindications on dangers in use, review of any applicable manufacturer's product information, and comparison with recommendations of other authorities.

### Americans with Disabilities Act

In compliance with the Americans with Disabilities Act, we will make every reasonable effort to accommodate your request. For any special requests, please contact MHEI at 410-796-6239 the meeting dates.

### Requirements for credit:

- Attend/participate in the educational activity and review all course materials.
- Complete the CE Declaration form online by 11:59 pm ET August 27, 2019. Instructions will be provided. If you do not enter the online portal by the above date, you will not be able to retrieve your statement of participation.
- Upon successful completion of the online form, your statement of completion will be presented to you to print.