

From: Internal Communications
Sent: Wednesday, May 30, 2012 12:33 PM
To: Internal Communications
Subject: Management Update - May 30, 2012

Management Update

May 30, 2012

Manager Action Items

Review Our New Values, Discuss with Your Team

Because we Care about People, Children's strives to ensure we're meeting our patients' and our employees' needs. We heard from employees in recent surveys that they want more input in decision making, and they want their suggestions to be supported by their managers. We'd like to build off the momentum we started with the recent Careforce Forums to help connect employees with the new Values and listen to their recommendations for putting them into action.

Review the Values and the actions that support them with your team. As a group, pick three you'd like to focus on throughout the next few months. Take note of actions you can take immediately and create a way to measure your results.

Strong Enough to Care Enough

| <u>Care about People</u> | <u>Passionate about Kids</u> | <u>Dedicated to Better</u> |
|---|----------------------------------|----------------------------|
| Hear what needs to be said/say what needs to be heard | Believe we can make a difference | Make it matter |
| Invite contributions | Keep the kids close | Build it to last |
| Recognize my unique value | Ignite the wonder | Think beyond your badge |
| Help others shine | Share the story | Challenge what is |
| Have optimistic intent | We before me | Do the right thing |

Share your successes with [Internal Communications](#) so that we can share stories and results with other employees. We look forward to hearing from you as we continue working to provide a work environment that inspires the best in people.

Update and Confirm Your Department Hierarchy before June 8 for New Badge Distribution

We're preparing updated Children's ID badges for all employees and need your help to

What to Do

As referenced in this week's Management Update:

- ▶ Review our Values and the actions that support them with your team.
- ▶ Update and confirm your department hierarchy in eHR by Friday, June 8.
- ▶ Remind staff to review the Stark II law before sharing gifts with physicians.
- ▶ Submit Management Update articles to [Meg Flynn](#) by noon, Monday, June 4.

ensure a successful distribution this summer. Please complete the following steps by Friday, June 8:

- Log in to [eHR](#).
- Under the Manager Self-Service tab, select Direct Reports to view your department's organizational hierarchy.
- If you discover any errors, complete the [Organizational Hierarchy Correction form](#) and send it to etf@choa.org.

Contact [Linda Travis](#), Manager, Compensation, at ext. 57345 with questions.

Share With Staff

Review Stark II Law before Sharing Gifts with Physicians

The Stark II law regulates non-monetary gifts to physicians *and* their immediate family members, limiting gifts to no more than \$373 in total value per year. To ensure we comply with the law, Children's tracks gifts and helps individuals and departments determine the appropriateness of gifts. Gifts include meals, gift cards, tickets to events, admission to conferences and Children's promotional items.

If you have questions about gift guidelines, contact [Marsha McKnight](#), Manager, Compliance. After you provide an approved gift to a physician or a member of his/her immediate family, contact [Susan Holt](#), Physician Relations Program Coordinator, to report the value.

Clinical Staff: Note Changes to Infant Formula, Oral Electrolyte

Starting Wednesday, June 6, Children's will provide infant ready-to-feed formulas and oral electrolyte solutions from Mead Johnson to our patients. Children's selected Mead Johnson as the preferred provider of these products, which include Enfamil and Enfalyte. Please note the following:

- Ready-to-feed Abbott products, including Similac, will no longer be placed in Omnicells and are only available by special request.
- [View the crosswalk chart](#) for Abbott and Mead Johnson products. This chart will be placed on Omnicells for reference.
- This change does not affect special orders, just formulary products.
- Children's conducted an extensive review of both providers and determined that Mead Johnson offered the best quality and variety of options, in addition to cost savings.

Read more about the [change on Careforce Connection](#), including tips for discussing formula options with families. Contact [Clinical Nutrition](#) if you have questions about the change or products.

Take New Badge Photos before June 8

We're in the process of preparing new badges with the updated Children's logo and colors. As part of this process, we're asking Children's employees, contractors, volunteers and non-employed physicians to take a new photo if their current badge photo is more than five years old or if their appearance has changed significantly. Having an up-to-date picture helps Children's maintain security at all locations.

[View locations and timing](#) for photos at Egleston, Scottish Rite, Hughes Spalding and The Park. Note that we will not distribute new badges at this time.

People News

Susie Gentry, Director, Critical Care Services, Egleston, Transitions to New Role

We're pleased to announce Susie Gentry, Director, Critical Care Services, Egleston, will transition to a new, one-year role at Memorial University Medical Center (MUMC) in Savannah, Ga. As part of our commitment to share pediatric expertise throughout the state, Susie will work with MUMC leaders to improve service, quality and efficiency at the center's pediatric locations. Susie will oversee the management of the PICU, NICU, Intermediate Special Nursery, Pediatric Stepdown Unit and Pediatric Outpatient Clinics. She will transition to her new role Friday, June 8.

Please join us in congratulating Susie.

Key Dates

June 1: Miracle Jeans Day

June 6: Employee Arts and Crafts Festival at Scottish Rite