

Winter 2005 Newsletter

Contents

- ❖ [Summary of Annual Business Meeting - December 2, 2004](#)
- ❖ [Elections of the CAHE 2005 Board of Directors](#)
- ❖ [CAHE Membership...Why?](#)
- ❖ [2005 CAHE Education and Networking Schedule](#)
- ❖ [Essential Coaching](#)
- ❖ [Next Meeting of CAHE](#)
- ❖ [How to get involved with the CAHE](#)
- ❖ [ACHE Links](#)
- ❖ [CAHE Contact Information](#)

CAHE Annual Business Meeting - December 2, 2004

Snowy and Cold Ft. Collins was the setting!

The CAHE met in snowy Ft. Collins sponsored by Poudre Valley Healthcare systems at the Marriott. Debi Nottingham, Regional Marketing Director for HealthSouth led the group in the Leadership Challenge by Kouzes/Posner through interactive projects, discussion, and training. The Five Challenges are: Model the Way, Encourage the Heart, Inspire a Shared Vision, Challenge the Process, Enable others to Act. People took home exercises that they can use with their management team and apply the process.

We also had an update from the Colorado State Legislature regarding budget shortfalls and effects on TABOR on Healthcare. Thanks to Rulon Stacey for organizing the presentation.

Elections of the 2005 Board of Directors

Thanks to all those who served in 2004, especially Michael Currey as President

Randy Buchnowski - President
Mark Stevenson - Vice President
Brian Grassi Treasurer
Kevin Watson - Secretary
Jonathon Wiik - Member-at-Large - Northeast CO
David McCloy - Member at large - I-25 Corridor
Byron Geer - Member at Large - Southeast CO
Bob Omer - Member-at-Large - Western Slope

[Back to top](#)

CAHE Membership...Why?

As health care executives with a commitment to thrive in our chosen area of health care management, we have an enormous advantage with respect to our current and future career success. Two recent developments come to mind when considering this advantage, and how the ACHE plays a strong role in each: decentralizing the College experience through local ACHE Chapter development and activities, and the value the CHE credential represents among executive recruiting firms.

ACHE Chapter Development

The College has been working for the last two years to bring the ACHE experience to the local level, and take advantage of the leadership we have among the remarkably talented healthcare executives in the State of Colorado. The face of the College is changing. You are going to see a significant increase in the activities of local Chapters, including CAHE, as the College transitions to a decentralized leadership structure to maximize ACHE membership value. ACHE's goal is to have 100 percent coverage of the membership by the Chapter structure in two years. You can have a role in accelerating this transition in your local professional community.

It's that time of year to renew your membership in CAHE. I encourage you to make that commitment and encourage your colleagues to join and become active in CAHE. ACHE has found that people get involved in their local Chapter for three primary reasons:

- **Professional development:** an opportunity to *exercise their commitment* to life-long learning in a local forum
- **Community involvement:** an opportunity to *give back to the professional community of healthcare executives* by providing leadership and experience
- **Personal development:** an opportunity to meet colleagues and *network* for career development opportunities

CAHE has opportunities for healthcare executives to demonstrate their leadership and management skills, and I encourage you to take advantage of this, both for yourself, and to further your collective reputation as highly proficient and effective leaders.

CHE Credential Value in Executive Recruiting

The value our CHE credential represents to executive recruiting firms is unparalleled in the healthcare community. I refer you to the September 2004 issue of *Healthcare Executive*, where you will see a full page listing over forty of the country's largest healthcare executive recruiting firms, each affirming that the CHE credential makes a difference to them when recruiting and placing healthcare executives. ACHE's

President & CEO, Thomas C. Dolan, Ph.D., FACHE, CAE, recently met with over twenty of the largest healthcare executive recruiting firms to discuss the College's commitment to continuing to provide the highest quality educational experience and credentialing process. Each of these firms has made it clear that board certification in healthcare management by ACHE is a clear discriminator in executive search and placement.

I encourage each of you to continue your commitment to professional development and membership in CAHE. In 2004, CAHE offered several top quality programs bringing in speakers from around the country, and at the State health care and legislative levels. CAHE's newly elected Board is working hard to put together another great year of education and networking programs. Place these events on your calendar early. Bring a colleague and get involved in your chosen professional community. YOU can make a difference!

Sincerely,
Mark J. Stevenson, FACHE
Vice President, CAHE

[Back to top](#)

**Membership Dues: Please submit by March 15th -
Thanks!**

**Send to:
CAHE
P.O. Box 50861
Colorado Springs, CO 80949**

Make Plans Now...2005 CAHE Education and Networking Schedule:

February: TBA (Aurora)
April 14th (Colorado Springs)
June 9th (Boulder)
August 4th (Glenwood Springs)
October 13th (Denver)
December 8th (Holiday Social)
* Dates and locations subject to change.

CAHE Career Panel: Plans are being made for members of CAHE to host a career panel for students at the University of Colorado at Denver, Graduate Programs in Health Administration. If you are interested in participating in this panel, please

contact Mark Stevenson at telephone (303) 676-3714, or e-mail:
Mark.Stevenson@tma.osd.mil

[Back to top](#)

Essential Coaching Skills - Source ACHE Newsletter

How can you bring out the best in others? Be a coach! As you practice and apply the following coaching skills, your employees will feel more motivated, demonstrate increased commitment to upholding agreements, and focus on doing their jobs well.

- **Be present.** Being present means being on an employee's agenda and letting him or her know that you understand the situation and its challenges. Before coaching someone, pay careful attention to the signals that indicate this rapport. The more you can be present, the better you will be as a coach.
- **Set clear goals.** Assuming that you and the other person are clear on what you each expect from the situation would be a mistake. Set immediate goals and long-term direction with questions such as "What do you want?" and "How will you know when you have that?"
- **Ask versus tell.** Giving unsolicited advice is not only disempowering but also unnecessary. If you feel compelled to offer advice, package it in a way that puts the other person in charge. For example, say, "I have an idea that you might find useful. Do you mind if I share it with you?"
- **Make agreements.** Unclear or incomplete agreements produce misery and suffering. In contrast, clear agreements create an atmosphere of mutual respect and shared power. Effective coaching turns up the volume on accountability for agreements, replacing the need for command and control.
- **Give recognition.** Offering fake praise or no praise at all is a mistake. Instead, look for something about the person and his or her performance that is praiseworthy. Be sincere and generously encourage the performance you want to see.
- **Offer feedback.** Mistakes can be the best teacher. Heed the motto "No failure, only feedback" by giving constructive suggestions for improvement. Gently confront areas that need attention, and provide both observation and interpretation so that you can openly discuss differing perceptions.
- **Provide structure.** Instead of allowing chaos to rule the day, design reasonable action steps to reach achievable goals. Structures are meant to support, not burden. They help people remember their commitments, systematically assess and adjust priorities, increase their capacity to focus, and track progress.

- **Follow your intuition.** Intuition is different from opinion or interpretation. An effective coach knows when to throw away the plan, when to be pragmatic, and how to politely challenge an employee's assumptions to prevent catastrophe.

[Back to top](#)

Next Meeting of CAHE in February - Check CAHE.org for date and location

[Back to top](#)

How to get involved with the CAHE

Check the website and come to the quarterly meetings. Become a member via the [online application](#). Volunteer on a committee or contact a Board member to offer your services.

[Back to top](#)

OTHER Helpful ACHE links

- ❖ Santa Fe, NM - June 13-16 - [ACHE Cluster](#)
- ❖ Chicago, IL - March 14-17 - [ACHE 2005 Congress on Healthcare Management](#)
- ❖ [Modern Healthcare Magazine](#)

[Back to top](#)

Contact Information

Email Addresses:

[President](#)

[Past President](#)

[Vice President](#)

[Treasurer](#)

[Secretary](#)

[Member-at-Large - Northern CO/Marketing Committee Chairperson](#)

[Member-at-Large - Western Slope](#)

[Member-at-Large - I-25 Corridor/Membership Committee Chairperson](#)

[Member-at-Large - Southeast CO](#)

[ACHE Regent](#)

[Colorado Women's Forum in Health Administration/Programs Committee Chairman](#)

Web Address

www.cahe.org

[Back to top](#)