

November 7, 2023



Hi Team –

Congressman and Civil Rights leader John Lewis, once said, “*Democracy is not a state. It is an act, and each generation must do its part.*” And today, on Election Day, we once again have an opportunity to fulfill our civic duty in support of our democracy by voting.

No matter how you vote in today’s state and local elections, casting your ballot is vitally important, since our elected officials and government shape virtually every aspect of our life and community through legislation and public policy, including healthcare policy. If you have not yet already done so, I hope you will join me at the ballot box in exercising your right to vote today – it is what makes our country among the most admired in the world!

Getting Healthcare Right

Leaders Come Together for Our November Leadership Development Institute Next Week

At TriHealth, our most valuable assets for achieving our bold vision to Get Healthcare Right are our people and our patient-centered TriHealth Way culture. They are what set TriHealth apart from other health systems, and what bring our brand promise to life of delivering “surprisingly human care” that results in exceptional health outcomes for every patient we serve, *always*.



So, as part of our commitment to continually invest in and enrich our people and our culture, our 800+ TriHealth leaders will gather **in person on Wednesday, November 15** at the Northern Kentucky Convention Center for our 27th Leadership Development Institute (LDI), themed *Accelerating to Excellence: Investing in Our People and Our Patients*.

This LDI will be devoted to sharpening our leadership team’s skills in identifying, hiring, and retaining the right people who can deliver the right “surprisingly human care” and service the *TriHealth Way* – all to produce the right and best outcomes for the people we serve and serve beside...*always*! In short, we continue to invest in our leaders so they can be the best servant leaders for you, and work to create the best work environment and culture to Get Healthcare Right together as ONE Team, TriHealth STRONG! Expect to hear from your leaders soon after the LDI about what they learned and how they will be actively assisting team members in remastering our foundational TriHealth Way best practices.

Thank you, as always, for supporting your leaders as they take the necessary time away from their daily responsibilities to participate in this important LDI. Ultimately, this will ensure they become the best servant leaders for you, enabling you to *do your best* and *be your best* for those we serve!

Ellen Beckett Appointed Vice President, HR Business Partners & Team Member Relations



And speaking of supporting our people, as announced last week, given the growing importance of TriHealth’s “people” strategies as our system continues to grow – and in response to the persistent workforce challenges in this post-COVID environment – **Ellen Beckett** has agreed to take on an expanded role within the 1HR Team, serving as Vice President, HR Business Partners (HRBP) and Team Member Relations. Click [here](#) to read the full announcement.

In this new role, Ellen will lead the HRBP team to help elevate their role in providing more strategic HR guidance to better support our team members and leaders. Additionally, she will leverage her HR

experience of more than two decades to develop team member relations initiatives and programs that support the TriHealth Way and workforce planning – all to further TriHealth’s position as the clear healthcare employer of choice in the region.

Ellen has served TriHealth in a number of HR operations and leadership roles for more than 25 years. Her appointment is the latest example of our commitment to invest in, develop, and promote our own people from within our talented and deep “bench” of TriHealth team members and leaders.

Celebrating Our Team Members with Holiday Meals

One of TriHealth’s many special traditions is sharing a holiday meal each year with ALL of our team members, physicians, and volunteers to express our deep gratitude and thanks for all you do *every day* for all those we serve.

So, I’m excited to announce that back by popular demand, we will once again offer **Honey Baked Ham holiday meal gift certificates to all team members, physicians and volunteers.** This offer is good for your choice of a ham, a turkey breast, or two large sides and a pie – the perfect way to celebrate the upcoming holidays with your loved ones, compliments of TriHealth. Be on the lookout **next Tuesday afternoon, November 14,** for an email with your custom voucher code to claim your Honey Baked Ham Co. meal. More details will also be shared next week on Bridge.

In addition, we are also looking forward to, once again, celebrating a **holiday meal in person, together as a team,** in our hospitals, ambulatory campuses, and all other sites throughout TriHealth this holiday season. Stay tuned for more details in my next Weekly Update and on Bridge!

One Campaign Comes to a Close

Following a fun – *and highly successful* – eight-week campaign, we’ve tabulated the final results of our One Campaign. And I’m proud to share that **together, we raised over \$400,000** in support of the United Way, ArtsWave, and our Good Samaritan, Bethesda, and McCullough-Hyde Foundations!!

And last week, we closed out the campaign on a high note by surprising **Julie Stenger**, Medical Assistant and Medical Home Coordinator at TriHealth Pediatrics – Finneytown (*pictured third from right in the top pic*), with a special grand prize announcement. As one of the many eligible team members who donated to the One Campaign, Julie’s name was randomly selected as the winner of our \$2,500 grand prize! Check out this [video](#) of Julie’s big surprise announcement!



A **BIG THANK YOU** to every team member and physician who generously supported our One Campaign this year! Your donations will provide much-needed funding for a wide range of programs – here at TriHealth and across our community – that are making Cincinnati an even better place to live, work and play!!

Halloween Team Spirit on Display Across TriHealth

Last Tuesday, we celebrated Halloween and our TriHealth Team was most certainly in a festive spirit! A number of our departments and teams across our hospitals, ambulatory campuses, physician practices, and shared services participated in events, ranging from trick-or-treating with the community to costume parties to pumpkin-decorating contests.



These festive and fun activities are yet another way we bring our signature TriHealth Way culture to life every day. Check out this [photo gallery](#) for a look at all of the spirited Halloween happenings!

Saying 'Thank You' to Our Veterans on Veterans Day

As a nation, we celebrate Veterans Day on Saturday, November 11. To honor and thank our own veterans, TriHealth and our Employee Resource Group TAGS (TriHealth Armed Forces Group and Supporters) will provide a **free meal this Friday, November 10 to all TriHealth team members who are veterans or who currently serve in the Armed Forces.** A voucher will be provided, which can be used on Friday or in the coming weeks in the hospital cafeterias at Good Samaritan, Bethesda North, or Bethesda Butler. To request your lunch voucher, simply email TAGS@trihealth.com. To learn more, visit [Bridge](#).



Whether we are serving our community, our patients, or each other, what continues to set our TriHealth team apart as the best healthcare team *anywhere*, is our unwavering commitment to enthusiastically go above and beyond to CARE! Thank you for always putting your heart and your “surprisingly human care” into everything you do here at TriHealth – it shows, and it’s the reason we are Getting Healthcare Right!!