

February 25, 2020

LEADERSHIP VISION



Hi Team!

Throughout the past four weeks of Black History Month, we've examined various dimensions to our ongoing work in building a "culturally competent" organization here at TriHealth. We've shined the spotlight on the pioneering advances of local African Americans in medicine – *including some of our brightest physician stars at TriHealth* – and their lasting and continued influence on our community. At the same time, we've explored how disparities in delivering healthcare to minority populations directly affects clinical outcomes and the patient experience. As we conclude our **celebration of Black History Month**, I'm pleased to share with you two stories exemplifying how TriHealth is making a difference in the lives of the most vulnerable members of our community. Since 2011, the Good Samaritan Free Health Center has served thousands of uninsured adults – over 25% identifying as black or multiracial - with regular primary healthcare and management of chronic conditions and prescription medications. And through a grant from bi3 and CHI, the OB-GYN Center at Good Samaritan Hospital created the "Start Strong" program aimed at reducing infant mortalities among African Americans. Click [here](#) to watch an inspiring video about the impact these programs have had in delivering *better care, better health and better value* to our community, while bridging the gap to essential healthcare needs.

These are just two examples of TriHealth's patient-centered outreach efforts to improve our delivery of care to our increasingly diverse community. As the region's leading healthcare organization – and a national model for healthcare excellence – we need to continue to forge our path in becoming a more inclusive and culturally competent system for our team members, physicians and community. Building upon the success of our first-ever **Diversity, Equity and Inclusion (DEI) Forum** held last week (click [here](#) for a video of the Forum), I encourage you to participate in our upcoming **Workplace Inclusion Survey** (March 2-13). Your candid feedback and other insights will help our system design a long-term plan with key goals to support TriHealth's work to become a place where *every individual* feels valued, understood, respected, AND well cared for.

TriHealth Launches Team Members Conversations on *Getting Healthcare Right: One Vision, One System, One Team*. In the coming weeks, we will be launching a new series of conversations with team members – similar to the New Realities discussions we held a few years ago. The healthcare industry is changing rapidly so these conversations will be used to discuss and then build a collective understanding of the challenges and opportunities we face, our plan to respond to these changes, and the "real work" for each of our facilities, departments, and teams as TriHealth continues to move towards operating as ONE high-performing, patient-centered system—ultimately to Get Health Care Right!!! These conversations will start at Bethesda North and Good Samaritan – our two flagship hospitals – and expand to our other hospitals, physician practices, ambulatory campuses and shared services. More details will be shared in the weeks ahead!

Thank you for your continued commitment and hard work in moving us forward in our transformational journey to improve healthcare, and in making TriHealth the place where team members want to work, where physicians want to practice and where the *entire* community increasingly chooses to receive their care!

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Terri Hanlon-Bremer to Lead Population Health Initiatives

To accelerate execution on our population health strategies, Terri Hanlon-Bremer, MSN, RN, Vice President of Employer Solutions, will take on the additional role of moving our Population Health initiatives further. Terri will be responsible to execute on key population health initiatives, such as care consolidation, managing the Lumeris relationship, and working with the PHO. Learn more about Terri's expanded role on [Bridge](#).

Pillar Performance Update

Each month the analytics team assembles a report for each pillar goal's performance over the past month in a format that is easy to read and understand. Visit [Bridge](#) to download a PDF report to share with team members.

Tune In Thursday for Heart Institute Documentary, "When Seconds Count"

In honor of February heart month, Local12's Liz Bonis and the TriHealth Heart Institute created a documentary to highlight the latest treatments and procedures in cardiothoracic care. "When Seconds Count" will air on Local12 on Thursday, February 27 at 7 p.m. Be sure to tune in!

New Marketing Campaign for TriHealth Cancer Institute Launches This Week

A new marketing campaign featuring the TriHealth Cancer Institute begins this week. The campaign is intended to demonstrate the heart of the Cancer Institute team members and the expertise and innovation of how we care for our patients. The campaign runs now through May and includes digital, radio and most advertising platforms. Learn more on [Bridge](#).

Horan Scholarships: Apply Today!

HORAN, a broker of TriHealth's benefits, proudly offers scholarships to TriHealth team members and eligible family members at five local universities. Visit [Bridge](#) to learn more about how you can take advantage of this great opportunity. All applications are due Friday, April 3, 2020.

2020 Compensation Increases Paid March 5

The 2020 team member compensation increases will be paid and visible on your pay stub on Thursday, March 5, 2020. Visit [Bridge](#) for more information.

Total Rewards: Get Familiar Before You "Leave"

Whether you need it now or may need it in the future, the ability to take time off when illnesses or injuries occur is essential to getting well faster and staying well longer. Our leave of absence policy, along with Family and Medical Leave Act job protection, and short-term disability insurance all work together to ensure you can take the time you need to recover. Click [here](#) to download instructions on how to use these Total Rewards program resources.

LifeStyles Weekly Health Tip

Feeling like your diet leaves something to be desired? Want to drink more water, or get more fruits and veggies into your day? All TriHealth team members are eligible to participate in free wellness coaching through LifeStyles! Your wellness coach will conduct up to 12 telephonic coaching sessions with you, working on a health goal of your choice – eating well, moving more, stressing less, and so on. Email [LifeStyles](#) for more information or to enroll!

Weekly Huddle Message:

Successful SOAR Week

Thank you to the many team members who made SOAR Week a success by living out the TriHealth Way and participating in the SOAR week activities. Congratulations to our daily challenge winners: Angela Hein, *Clinical Research Nurse*; Amanda Hacker, *Logistics Coordinator*; Nancy Voiles, *TPP Medical Assistant*; and Karen Hipsher, *HOC Social Worker*! Stay tuned for the announcement of the Grand Prize winner...

During SOAR week, over 3,500 e-cards were sent! Let's keep the momentum going and continue to spread the love this February on the [Appreciation Station](#)!