

# STAT

## Staying Together As a Team

### Lynn County Hospital District



#### Our Outstanding Workplace: Stace D. Holland

##### TOP 10 REQUIREMENTS FOR AN OUSTANDING WORKPLACE

- Culture
- Transparency**
- Communication
- Listening
- Caring
- Empathy
- Recognition
- Professional Development
- Organizational Pride
- Fun

Being transparent with employees is critical to gaining their trust and engaging them in their work. Hospitals should make it a priority to notify employees of any major initiatives before they are publicly announced. The basic premise is one of no surprises. Our employees should hear what is being planned from hospital management, and if possible, before a final decision is made. Communicating directly with employees instead of indirectly through other sources, such as the media, indicates the system considers its employees as key stakeholders in the organization.

I want our employees to feel they are insiders because they are valued. I want to treat our staff the same as I treat the board. Transparency is the key! When employees are informed about the hospitals visions/ goals they become more invested in the organization and take greater ownership. I want our employees to take ownership in planning and implementing of new projects/ visions around the hospital. **With this ownership comes the concern in the quality of their work as well as the care that is given to the patients.** Keeping employee's

up-to-date on changes within the hospital ensures they are aware of its goals and can work to meet them. People want to feel engaged in their work, so they want to understand the mission, vision, and values of the organization. Employees want to understand what we stand for and what their role is in helping the organization achieve its Goals.

Because of the large amount of changes that is happening in healthcare, I feel it is more important than ever for me to share what is happening and changing with LCHD. Beginning in September I will be hosting a quarterly meeting open to all LCHD employee to discuss our future plans and to answer any question you may have. I will have these open meeting at various time of the day and evening so everyone has the opportunity to attend. Please check the message board for meeting dates and times that work with your schedule.

Also, as I stated above, our mission and vision is very important for everyone to adopt and buy into. Therefore, Colton will be leading an effort to have our staff create and write a mission statement and to adopt values for our hospital.

These are exciting times to be in Healthcare and even more exciting to be a part of Lynn County Hospital District. Let's all come together and create an environment that is great and second to none.

“I want our employees to take ownership in the planning and implementing of new projects/ visions around the hospital. ”

~ Stace Holland

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## Gym Coordinator: Seth Hawthorne, EMT-P

Things are moving along nicely down here at the fitness center. The **L.I.F.E Wellness** (Life Improved through Food and Exercise) program will start in September. The program will offer the staff encouragement as well as rewards for reaching their fitness goals. Look for more information in the near future.

**New hours for Zumba~** Tuesday Zumba from 5:30 PM to 6:30 & Thursday Zumba Gold 5:30 to 6:30. Zumba is always accepting new members.

The **Insanity** classes are Monday 8 pm and Wednesday at 7 PM . This class is having open registration right now but classes will close to new members after 2 weeks for tracking purposes. We do have **Insanity** and **P90X** DVDs available to anyone who would like to use them. Please remember that these ladies commit to be here and would love to have your commitment in return.

If anyone is interested in instructing a fitness class or other health oriented class they can come talk to Jann or myself.

A reminder that the gym is FREE to all hospital employees and employee family members can join at half price.

## Lab Update: Alex Toralba, MSMT, MT(ASCP)

### **Ten things you should know about Medical Laboratory Testing**

from your laboratory neighbor

#### #5: Lab professionals are needed to ensure your tests are done with quality

Quality results and a good laboratory require people who are educated and trained in the science of lab medicine. Also the number of personnel available to work on tests must be enough to assure quality too.

...but there is a shortage of laboratory professionals in the US....

Average age of the MLS practitioner is ~56 years old. Retirement mass exodus in 10 years.

11,000 new professionals will be needed each year through 2018. Educational programs are only graduating 6,000 professionals per year.

Employment needs in the Medical Laboratory Science profession is expected to grow by 14% (per Bureau of Labor Statistics)

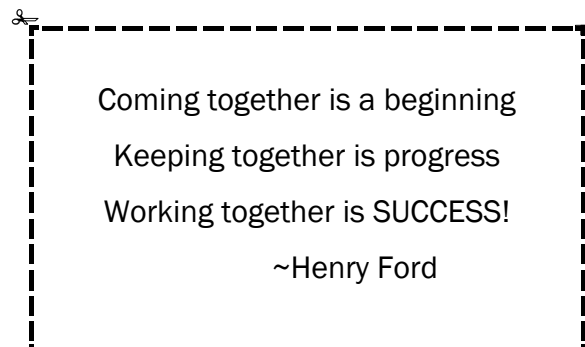
\*\*Brought to you by the Promotion of the Profession Committee of the American Society for Clinical Laboratory Science. \*\*Special thanks go out to Shirlyn McKenzie, Ph.D., MLS, SH(ASCP)<sup>cm</sup>

Next issue.....#6 you should know about Medical Laboratory Testing

## Mel's Corner: Human Resources

**Open Enrollment is set for October.** Check the bulletin board outside my office for meeting times.

**New Employees:** Dr. William Grant



## EMS: Tyler Franklin, EMT-P

Starting on August 27, I am going to O'Donnell High School to teach an EMT-Basic class to some high school seniors. (M-F from 2- 3PM) This is a start of a program to train some 1st responders in each of our served cities.



Tyler and Micah visited Let the Children Come Child Development Center and gave a tour to some very curious kiddos.



## Malena Vitolas, RT (ARRT)

The LCHD radiology department is excited about its upcoming project of providing MRI as another Imaging service for our patients. A team including Colton Holland and Jay Forsythe are working on making this service available for our community.

The Covenant mobile mammography bus will be coming Tuesday September 3, 2013, and will be providing mammography screenings.

## FUN NEWS:

Bianca will be getting married on October 26, 2013 in Lubbock.

**Jorge is doing well. Staying busy and still working at Covenant Medical Center and awaiting entrance to nursing school. He says hi and says "...I miss my familia"**





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## Commitment to Care

### Upcoming Dates to Remember

Sept. 3-6<sup>th</sup> ~ Throw in the Towels Campaign

Bring your gently used or new pot holders, dish towels & dish rags to any one of our facilities. Look for the box. We are collecting these for the Lynn County Pioneers.

Sept. 12<sup>th</sup> ~ Chocolate Milkshake Day ~ Milkshake break at 2:30 in the afternoon.

Sept. 18<sup>th</sup> ~ System Wide Pot Luck Luncheon 12 pm in the meeting room

Oct. 4<sup>th</sup> ~ Homecoming Parade float

Oct 5<sup>th</sup> ~ LCHD Booth at Harvest Festival

Dec. 6<sup>th</sup> ~ Hospital Christmas Party

The Commitment to Care Committee's next meeting is Sept. 10th 8:30 AM in the hospital meeting room. If you want to get involved ~ we are always welcoming new members.

## Administrative Intern update:

I recently graduated with a degree in Business Administration with the intent to work in healthcare. By taking this position as Administrative Intern, I will be able to work closely with each department and gain knowledgeable insight on how they work in order to implement creative ideas to reduce cost and create techniques to increase profit margins. Being that I have never worked in health care before, I will circulate throughout each department to build my knowledge in how to stay compliant with the laws and protocols put in place to keep everyone safe and honest.

The first department I started with was EMS; EMS truly does an outstanding job. They are always energetic, in a great mood, and they perform some of the most excellent patient care procedure whenever

they are called upon no matter what time, day or night. This has been a wonderful experience to see them in action first hand, and to work alongside the entire EMS crew whenever I am allowed.

After spending a month with EMS I went to IT, it was exciting to work with Christopher Gossett the IT manager and see everything that he has to go through, and his willingness to help everyone affiliated with the hospital. Christopher has his hands full, being the only person in IT, and the only person everyone counts on whenever there are any technical problems. The amazing thing about Christopher is that I never once heard any form of a complaint.

This month I begin working with the Radiology department. I am excited

to see the "inside" workings of this department.

~Colton

