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Message from the Chapter President

On behalf of the entire WI Dairyland HIMSS Board of Directors, welcome to our Chapter! We are excited to engage, educate and partner with all of you in support of HealthCare IT. Thank you to all of those who were able to attend our Spring Leadership Conference in May – we had record-setting attendance in addition to dynamic speakers and leading-edge presentations. We are fortunate to have a very engaged HIT community as well as strong planning, events and education volunteers – great job all around!

As we gear up for the coming fiscal year, we continue to evolve to meet the needs of you, our members. We are targeting the following areas to focus on this year and would love to hear your feedback.



*Tammy L. Kiedrowski President
Wisconsin Dairyland HIMSS Chapter*

- Member engagement strategies
 - Chapter communication strategies – how do we involve and engage with all of you more often? At the appropriate times? In multiple mediums?
 - Enriching and engaging educational sessions
- Continued healthcare IT advocacy
 - Student and future HIT leaders engagement

Are we hitting the mark? Do you have suggestions? Are you interested in becoming more active in our professional organization? Please reach out with comments: WIDairyland.Membership@himsschapter.org.

Thank you for all you do in healthcare IT – stay positive, make healthy choices and continue to be a change advocate.

Truly yours,

Tammy L. Kiedrowski, WI Dairyland HIMSS Chapter President

WI Dairyland HIMSS Chapter Spring Leadership Conference

CIO Panel: Mergers and Acquisitions

Notes by: Erica Neher, Evergreen Healthcare Partners

A respected and esteemed panel of CIOs and Healthcare leaders shared candid advice from their first-hand experiences on Mergers and Acquisitions at the Wisconsin Dairyland HIMSS Spring Leadership conference. Having been part of a merger myself, I was extremely interested in learning from these leaders and comparing our experiences and lessons learned. I'm happy to outline a few of the highlights for you below.



Be Eyes Wide Open. There will be challenges.

- Culture trumps Strategy - Culture change can't be forced. It's not an item on a checklist that you just "DO."
- Fear is Real - People fear change but ultimately fear of losing their jobs is at the heart of most fear. People fear having to move if the acquiring org is headquartered in another state/area. People get caught in the 'victim loop' and let it pull them to the ground.
- What's in It for Me? - People's primary concern is SELF.
- Rumors Hurt. Be Transparent - "Say something or "they" will create the news." (i.e., Patients, Providers, Employees, the Public). Too often leaders wait until they have all the details. If you do that, it's too late.
- Maintaining Current Operations while you "deal" with the M&A needs - Employees get tired and let their fears get in the way of their efforts. You need them to focus on TODAY and so you must provide clear direction about what is needed now. Keep priority lists clear about what happens now to keep the organization going and what is needed to prepare for the future.
- Don't just focus on the EHR - There is always tremendous focus on the EHR and what it means to consolidate EHR technology during a M&A because of how much resource and time it takes to consolidate. However, other systems often set the foundation for collaborating and consolidating other technologies (i.e., Email. Calendar. Payroll).

Be an Enabler. Be strategic and proactive in addressing challenges.

- Start with WHY - IT isn't the reason WHY the M&A is happening. But let IT be the enabler. Provide the tools to get the job done and get it done well.
- Build Trust. Be Sincere - Recognize, understand, and address fear. Trust is earned not given. People can see through carefully orchestrated communications.
- Create a Forum for Balanced and Frequent Communication - Invite questions and conversations with an "open door" policy.

- Share what you know. Tell them what you don't know...yet. Share the "plan" whenever you can. Be diligent about providing updates and status briefings.
- Have Empathy for All Sides - It's just as hard on the team doing the acquiring as it is on the team being acquired. Both "sides" have questions about their role and their workload.
- Everyone wants to meet their new peers and managers - Build a shared culture. "It's a marriage." Culture is not a check box. You don't just say "share a culture" and it happens. Meet face-to-face whenever possible. Know your current team. Know your new team. Set a standard for the new shared culture.

A merger or acquisition is likely to touch everyone of us at some point our careers. I hope you found value in this short-list of challenges and tips to help set your project on a successful path.

A special thank you to the panel members:

- [Carrie Blum](#), CIO, Monroe Clinic
- [Dennis L'Heureux](#), CIO, ProHealth Care
- [Kathryn McClellan](#), SVP and CIO, Froedtert Health
- [Todd Richardson](#), CIO, Aspirus
- [Doug Shew](#), Senior IT Director Ascension Health

Now accepting scholarship applications for 2018-2019!

The Wisconsin Dairyland HIMSS (Healthcare Information and Management Systems Society) Chapter (<http://widairyland.himsschapter.org/>) is proud to announce the opportunity for you to earn a **\$2,000** scholarship. This annual scholarship is designed to support dedicated students as they pursue a degree in a Healthcare Information and Management Systems-related program.

In addition to the scholarship money, the award recipient will be given an invaluable opportunity to network and work with industry leaders through a free one-year student membership to the Wisconsin Dairyland HIMSS Chapter and a one-year seat on the Governing Board of the Wisconsin Dairyland HIMSS Chapter.

The following application requirements must be met to qualify for the award:

- **Biographical information**
- **Evidence of Cumulative GPA of 3.0 or higher**
- **500 word essay**
- **A stated commitment of volunteer involvement**
- **Evidence of 20-30 hours of *verified* volunteer experience in the past year**
- **Proof of service in a volunteer leadership role**

Scholarship Program

Please inquire more information from and submit completed applications to the Director of Students of Wisconsin Dairyland HIMSS Chapter, Dr. Roger Yin at: yinl@uww.edu The deadline for submitting an application is **June 30, 2018**. The award will be announced **July 31, 2018**.

Save the Dates!

HIMSS 2019

HIMSS19 Global Conference & Exhibition
February 11-15, 2019 |
Orlando, FL
Orange County Convention Center

Coming Soon!

Watch the Chapter website for 2018-2019 Events to be added!

<http://widairyland.himsschapter.org/Events/index.aspx>

Connect with Your HIMSS Chapter!

To find out when the upcoming events are scheduled go to: <http://widairyland.himsschapter.org/Events/index.aspx>

For more information on sponsorship go to: <http://widairyland.himsschapter.org/sponsors-2>

The national HIMSS website is an excellent place to find educational material, upcoming events throughout the country, and attend virtual events and webinars:

http://www.himss.org/Events/index.aspx/index.aspx?f%5B0%5D=field_calendar_list%253Aparents_all%3A9186

Also connect with us on LinkedIn and Twitter!  On Twitter - @WIHIMSS,  On LinkedIn - www.linkedin.com/groups/3300960

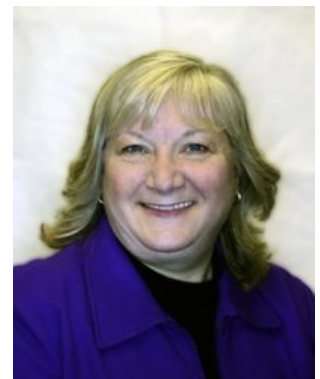
Volunteers Needed!

We are currently looking for content writers on healthcare IT news and events for our chapter team! If you are interested, please email us at widairyland.info@himsschapter.org.

There are also open volunteer positions on the chapter team! If you are interested, please contact us at widairyland.membership@himsschapter.org

Thank You for Your Service Janet Manderscheid!

Janet Manderscheid is retiring from the Wisconsin Dairyland HIMSS chapter after 11 years of service. She has served in a variety of roles over her time with the chapter, including chapter President, Director of the Midwest Fall Technology Conference, Director of Membership, Director of Events, and Director of Education. She was instrumental in rebuilding the Southeast Wisconsin chapter in 2006 with 203 members at the time. She also worked on the combination of the two Wisconsin Chapters in 2008 - the Southeast Wisconsin Chapter of HIMSS and the Wisconsin Dairyland Chapter of HIMSS that was based in the Madison area at the time. She has become a friend and mentor to many in the chapter and on the Board, and will be missed. Thank you Janet! We wish you the best in your next adventures!



Congratulations to Life Fellow HIMSS Larry Dux!

Congratulations on achieving Life Fellow HIMSS status to Wisconsin Dairyland HIMSS chapter board member! HIMSS Life Members are people who have been active in the fields of healthcare information and management systems and have been a Regular Member of our society for not less than 30 continuous years. This is a very prestigious accomplishment as there are less than one hundred members who have received this honor. To see the full list of Life Fellow's please go to:

<http://www.himss.org/professional-development/member-advancement/life-and-life-fellow>



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