



NATIONAL
RURAL HEALTH
RESOURCE CENTER

3RNet Recruitment for Retention Academy

Session 5 Collaborative Discussion: Best Practice Sharing

July 29th, 2021

Delta Region Community Health Systems Development (DRCHSD) Program



Delta Regional Authority

U.S. Department of Health & Human Services



HRSA

Federal Office of Rural Health Policy

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Series Topics

- Session 1** Recruiting for Retention Hierarchy: Unleashing Your Most Powerful Recruitment Tool: Culture
- Session 2** Building the Foundation of Your Recruitment Efforts: Process, Team, and Action Steps
- Session 3** Make Your Organization Stand Out – Identifying Unique Selling Points That Health Professionals Want
- Session 4** Marketing on a Shoestring Budget – Free and Low-Cost Tools to Tell Your Story
- Session 5** Collaborative Discussion: Best Practice Sharing

The Plan for Today

Behavior-based interviewing

Randy Stembridge

Grove Hill Memorial Hospital, Grove Hill AL

Onboarding: Staff and leader roles

Darla Ederer and Jennifer Barbour

Sparta Community Hospital, Sparta IL

Breakout: Recruiting & onboarding

Performance management

Sarah Kelley

Ste. Genevieve County Memorial Hospital,

Ste. Genevieve MO

Breakout: Performance management & employee engagement



Pre-Polling Questions

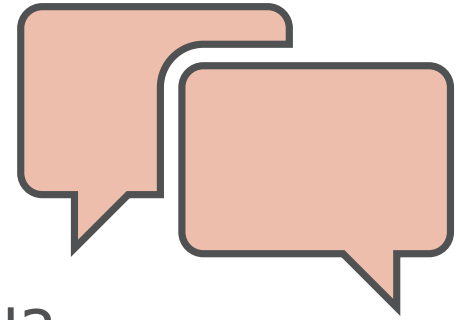
I am ____ in my understanding of onboarding practices at other hospitals and clinics.

I am ____ in my understanding of performance management practices at other hospitals and clinics.



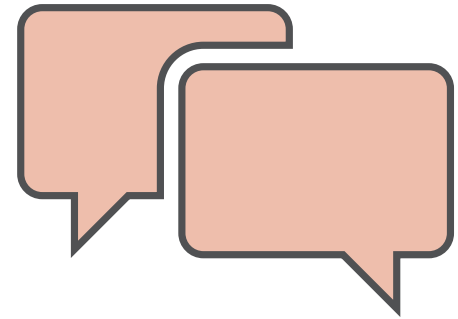
Breakout Discussion #1

- Introduce yourself: Name, location
- What's your biggest takeaway from what Randy, Darla, and Jennifer shared?
- What are your biggest recruitment challenges? What are you doing to address these challenges?
- How do you currently choose the “best fit” candidate for a position?
- What part of your onboarding practices are you most proud of?



Breakout Discussion #2

- What's your biggest takeaway from what Sarah shared?
- How do you currently handle performance management in your organization? How well do your performance management processes drive employee engagement and reinforce your culture?
- What are your biggest challenges related to employee engagement? What successes have you had related to employee engagement?
- Share one or two things you plan to do (or already have done) as a result of discussions that took place during the Academy.



Post-Polling Questions

I am ____ in my understanding of onboarding practices at other hospitals and clinics.

I am ____ in my understanding of performance management practices at other hospitals and clinics.

I am ____ that I will apply the knowledge gained from this educational training to improve my organization's recruitment and retention efforts.



Post-Training Assessment

Please take [this](#) quick 5-question survey on the DRCHSD 3RNET webinar series!



Thank You!





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