



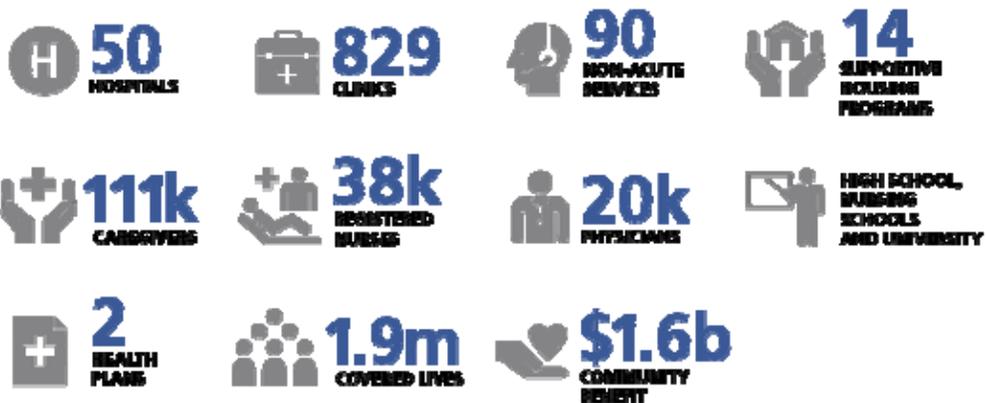
ProvNext: Employee-Driven Peer Mentorship

Inspiring the Future of Our Ministry

Cassie Tinari
Director, Community Investment and Development
Providence Health & Services
Renton, WA

Matt Schuld
Director, Service Development and Integration
Providence Health & Services Oregon
Portland, OR

Providence St. Joseph Health by the numbers





Learning objectives

List **best practices** for creating, socializing and measuring a peer networking group that appeals to early careerists

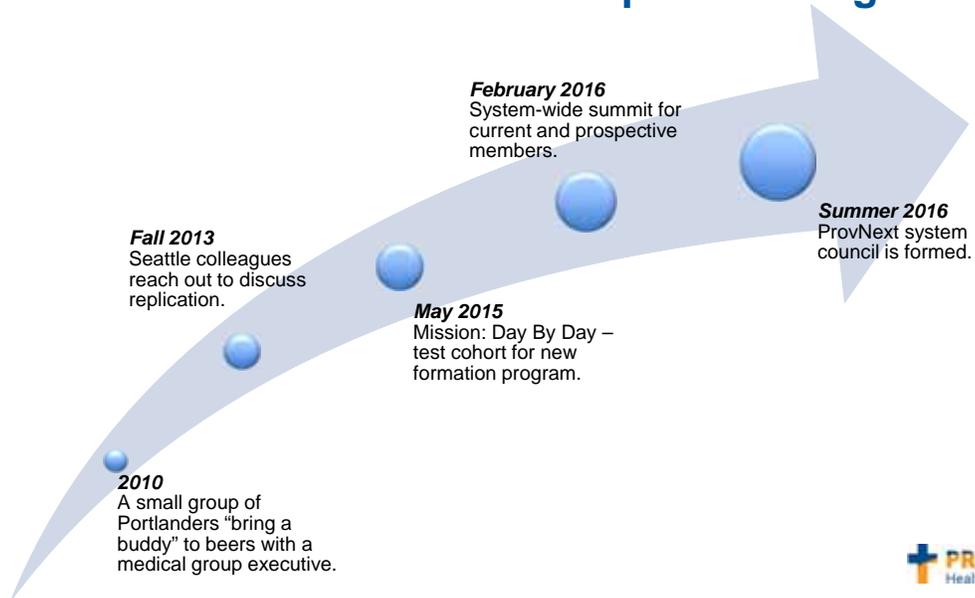
Discuss advantages to engaging your employee population at a grassroots level that is different from a formal human resources approach

Identify the **right candidates** to lead a networking group

OUR STORY

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From infancy to adolescence... a few notable points along the way



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ProvNext objectives and membership

Professional networking
Growth and development
Connection to the Mission
Support from leadership



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What ProvNext IS

- Self-started and self-organized
- Accelerate connection between employees and voluntary events
- Supported by C-suite
- Horizontal complements vertical
- Mystique busting



What ProvNext IS NOT

- An HR initiative
- Forced participation or exclusionary
- Rogue/cavalier
- More silos
- Filtered talking points via newsletters and department updates

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BEST PRACTICES AND BRIGHT SPOTS

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Social gatherings:
“Breaking bread” in a community setting.



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Mission:

Engaging with the community and serving the Mission.



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Coffee with a caregiver:

One-on-one conversations with ProvNext members to share information about roles and work.



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Executive meeting attendance:

Opportunities to participate in senior level conversations

“... We have invited members to attend all of our senior meetings, and while they have learned more about how Providence works, we have gained by having their insights and perspective. When they attend, they are encourage to participate as full members of the councils/committees.”
 -- Dave Underriner

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Oregon Regional Meetings January & February of 2016			
<ul style="list-style-type: none"> • Oregon Executive Council (OEC) • Operations Council (OC) • Oregon Community Ministry Board (OCMB) • Strategy Council (SC) • Marketing Leadership Council (MLC) • DSEC 		<ul style="list-style-type: none"> • HR Strategy Council (HRSC) • Portland Service Area Advisory Council (PSAAC) • Leadership Council (LC) • Oregon Quality Council (CQC) • Oregon Public Advocacy Team (OPAT) • PPMC Foundation Board Meeting 	
Meeting	Date / Time / Location	Attend (1 per meeting)	Send Mtg request
Oregon Executive Council Chair: Dave Underriner	Thurs, Jan 14, 2016 POP2 - 599 Boardroom 2:00 pm - 4:00 pm	Jennifer Lui	
HR Strategy Council Chair: Lisa Powell	Tues, Jan 12, 2016 POP2 - Prov Academy classrooms 2nd floor 1:00 pm - 3:00 pm	Kimberly Thompson	
Strategy Council Chair: James Harker	Mon, Jan 18, 2016 POP2 - 599 Boardroom 2:00 pm - 5:00 pm	Manell Khouri	
DSEC Chair: Theron Park	Tues, Jan 19, 2016 POP2 - 599 Boardroom 1 pm - 4 pm	Hannah Berg	
Operations Council Chair: Theron Park	Tues, Jan 19, 2016 POP2 - 599 Boardroom 9:00 am - noon	Chris Brox	
PPMC Foundation Board Meeting Chair: Kelly Buechler	Wednesday, Jan 20, 2016 PPMC Boardroom Noon -- 1:30pm	Lestie Ruminski	
Oregon Executive Council Chair: Dave Underriner	Thurs, Jan 21, 2016 POP2 - 599 Boardroom 2:00 pm - 4:00 pm	Elise Yarnell	
Quality Council Chair: Michelle Graham Doug Koekoek, MD	Fri, Jan 22, 2016 POP2 - CR 1E.F 7:00 am - 9:00 am	Jorge Melendez	

Mission: Day by Day

Pilot cohort for a semi-virtual formation program.

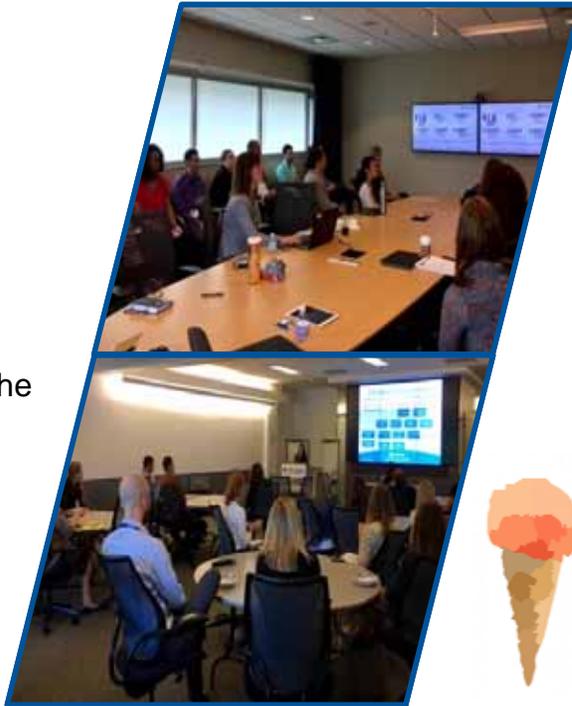


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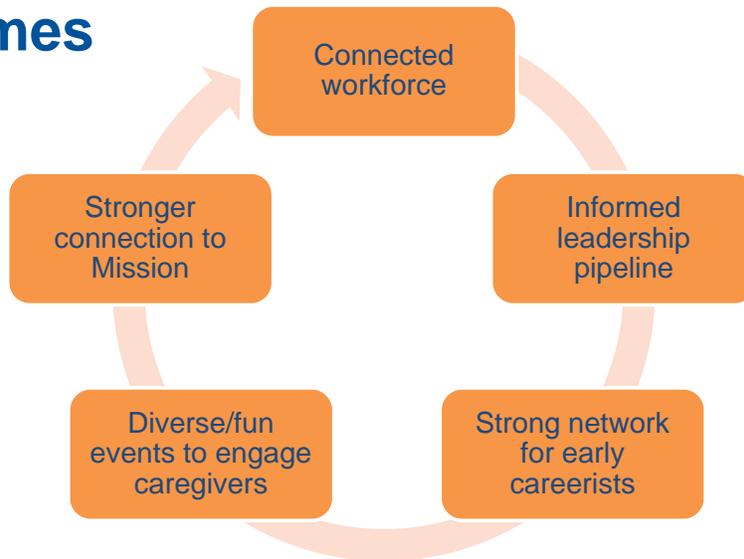
Get the Scoop:

Ted-talk style 15 min presentations from fellow ProvNext members to get the inside scope. (Bonus: delicious frozen treats)



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Outcomes

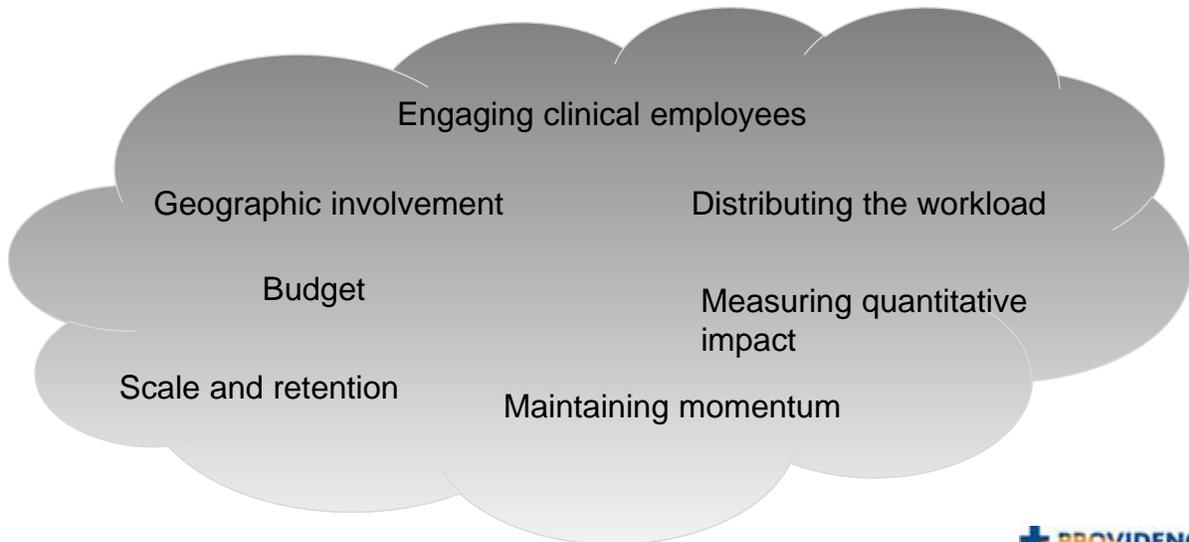


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NEXT STEPS AND CONSIDERATIONS

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Considerations



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Traits and profile

Individual traits	Collective traits
<ul style="list-style-type: none"> • Strong performance and potential • Developed network • Support from the one-ups • Sr. Manager and “below” • Been with the organization at least six months 	<ul style="list-style-type: none"> • At least five committed founding members • Cross section of functional representation • Diverse group • Clinical representation included if at all possible

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The future of health care starts now.
Together, anything is possible.