

**2024 CHAMPS/NWRPCA FALL PRIMARY CARE CONFERENCE**  
**Becoming an Employer of Choice – Workshop Agenda**  
**October 25 & 26, 2024**

<b>Friday, October 25, 2024 – 1:00 – 5:00 pm</b>		
<b>Time</b>	<b>Course/Topic</b>	<b>Description</b>
1:00 – 1:30 pm	Welcome & Introductions	Gary will welcome participants, share his own story and journey and provide an overview of the day's activities and a high-level description of what an Employer of Choice is. He will also introduce the group to the vision boards around the room and how they will play into the Employer of Choice pursuit.
1:30 – 2:30 pm	Participant Breakout Exercise	Groups will be introduced to the Impact Change Transformation Model that will be utilized throughout the day. In this first session, each participant/group will answer the question of what keeps them up at night and then identify their thematic goal/vision for their own employer of choice pursuit.
2:30 – 2:45 pm	Break	Participants are encouraged to share ideas and Aha moments on the vision boards.
2:45 – 3:30 pm	Group Presentations	To become employers of choice, health centers must thrive within the larger health care system - in communities, in states and even on the national stage.  To succeed, CHC leaders must understand the systems impact on their own leadership approach, the strategy and culture they want. It starts by identifying key issues and the overarching vision for each leader.
3:30 – 5:00 pm	Impactful Leadership	Leadership has a direct impact on workplace culture and workplace culture has a direct impact on strategy and the bottom line. With a changing workforce, recruiting and retaining talent is a top priority for virtually every CHC.  These challenges require strong and impactful leadership at multiple levels. In an interactive session, we'll begin by looking at the Impact Leadership Model, how it works, and how it can help you and your CHC thrive.  We'll conduct an Individual Leadership SWOT through breakout sessions and conduct Team Assessments through an interactive discussion.

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<b>Saturday, October 26, 2024 – 8:30 – 11:30 am</b>		
<b>Time</b>	<b>Course/Topic</b>	<b>Description</b>
8:30 – 9:15 am	Participant Breakout Exercise & Presentations	In this breakout, participants will identify two goals to support their aspirations and also assess their current state and any obstacles in the path of successfully achieving their goals.
9:15 – 10:15 am	Becoming an Employer of Choice	<p>In this session, we'll get specific about what it means (and what it takes) to become an Employer of Choice, examining at this complex question through the lens of one CHC success story. We'll address the role of the two primary pillars: Mission/Vision and Leadership/ Culture/Engagement.</p> <p>We'll dig into the emotional and physical engagement necessary to commit to becoming an Employer of Choice. We'll review how a transformed culture translates to financial growth and health of a center.</p>
10:15 – 10:30 am	Break	Participants should once again visit, review, and post on the vision board and also capture what the others have to say
10:30 – 11:15 am	Final Participant Breakout Exercise & Presentations	<p>As the final stage of the training, participants will continue to develop their own priorities, plans, timelines, and metrics for driving their organizations toward transformation and employer of choice pursuit.</p> <p>Participants will collaborate and share their plans for change, getting feedback from their peers and colleagues, and designing accountability measures to ensure we each stick to the plan.</p>
11:15 – 11:30 am	Closing Remarks	Sharing from the Vision Boards & Closing Remarks