

TRINITY TODAY

A newsletter for associates and volunteers of Trinity Regional Health System

Strategic plan 2013: a road map

As we begin 2013, it has never been more important for Trinity to develop a well-thought out road map to address the challenges we face. Trinity must continue to be a leader in the delivery of a broad-range of health care services across the continuum of care. To do so, Trinity is continually enhancing facilities and services, expanding programs and procedures, and investing in technology and our people to improve health and provide better health care to the communities we serve.

Trinity is guided by a five-year strategic plan, which includes the following goals:

- **Quality and service:** to provide better care to the individual in pursuit of better health for the population.
- **Growth:** to align with physicians to achieve growth and market share gains across the continuum.
- **Financial effectiveness:** to improve financial performance to meet or exceed established targets.

- **People:** to have a medical staff and workforce that is highly skilled and productive, service-driven and accountable for results.
- **Community:** to be the partner of choice for building healthy communities.

The 2013 strategic plan goals have changed slightly with a greater emphasis on population health. In essence, it is a continuation of our existing goals and commitments to the community, as well as the associates and physicians that care for them. Special attention has been placed on critical factors vital to our success, including better care coordination and communication between physicians and care providers across the continuum.

Trinity is committed to working collaboratively in order to ensure we provide the best possible care for our patients, as well as a positive environment for both associates and medical staff to work. Your feedback on the Great Places

to Work® pulse survey last month is a great chance for our leaders to learn about opportunities for improvement, especially around the areas of communication, collaboration, reward and recognition. Trinity values your input and thanks you for taking time to complete the survey.

As we develop and refine strategies to meet our goals, our ongoing commitment to provide the best outcome, every patient, every time is always the first step to our success. Rest assured that the Trinity leadership team takes this commitment very seriously; teamwork and communication will be critical in accomplishing these goals.

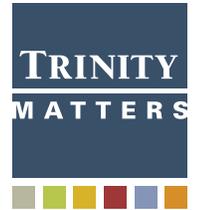
While the challenges we face now and in the future seem difficult, we have a plan to overcome them, and a great team of associates, leaders, and physicians to help us get there. We must all continue to focus every day on providing the health care we'd like our loved ones to receive.



Trinity Matters tops \$100K

The results are in for the 2012 Trinity Matters associate giving campaign:

- More than \$100,000 was raised and gifts continue to arrive daily.
- There was 100 percent giving by Trinity's senior leadership.
- Six out of ten associates gave to the campaign. All new associates will be asked to support the campaign during their orientation.
- 24 departments had an associate giving rate of 100 percent.
- 50 departments had a form return rate of 100 percent.
- The majority of associates continue to make their gifts unrestricted, meaning that Trinity can use the funds where the need is greatest.



The sparkle factor

Thank you for attending this year's Holiday Sparkle celebrations. The idea for the new venue came as a direct result of feedback that said associates value celebrations, particularly those held on-site and during work hours. The special meal served by the management team reached more than 70 percent of associates, a 300 percent increase over the previous year. Special recognition goes to the Nutrition Services department, whose staff spent numerous hours prepping the food so that their fellow associates could enjoy a special celebration.

A big thank you goes to the C.R.E.W. (Celebrating and Rewarding Exceptional Workforce) Committee for their planning and execution of the logistics: Elizabeth Camper, Tracy Doeckel, Stacie Gaskin, Cynthia Gladkin, Kim Kochuyt, Michelle Laxton, Erin Lounsberry, Sarah Malaise, Brenda Meier, Janet Norin, Kevin Soeken, Mica Spicer, Sarah Staron, Jeni Tackett, Toni Turner, Sharon Widick, Lori Williams and Susie Wright. In addition, they coordinated the annual holiday basket raffle that raised \$10,575, which they chose to distribute through the Sharing Your Blessings and Associate Crisis Funds for associates in need not just at the holidays but all throughout the year.

Be sure to fill out the brief post-event survey available on the Intranet through Jan. 18. We value your opinion – so we want more of it!

Congratulations to Chris Henke (4N/Neuro), who was the grand prize drawing winner of the \$500 VISA gift card. Weekly drawing winners were April Hoover (TCU), Candace Collis (Epic), Tonya Linnabery (4N), Shari Hammond (Environmental Services), Keri Hess (Rehab) and Robin Rudy-Palos (Nutrition Services).

You can still give! Return your campaign form today or go online at <https://secure.ihs.org/blank.cfm?id=271>. Contact Kellie Esters for a paper form at Esterska@ihs.org.

Thank you to everyone who participated in the success of this year's Trinity Matters Associate Campaign.

Welcome new docs

A warm welcome to **Drs. Patrick G. O'Donnell** (Psychiatry), **Shabih Manzar** (Neonatology), **Amritpal S. Anand** (Hospitalist) and **Edward Hsu Hu** (Ophthalmology), who all recently joined Trinity's medical staff.



“Jesus Loves the Little Children”

“Jesus Loves the Little Children” is the latest in a series of artwork that Rock Island artist Warren Ostrom has donated to Trinity Rock Island. The wood carving – which depicts Ostrom’s own grandchildren – is displayed in the main entry hallway on the Pediatrics unit at Trinity Rock Island. Two other of his works hang in the Rock Island chapel, while another is in the surgery waiting area at the Rock Island campus. Ostrom, who works with natural materials like bone, feathers, stone and wood, is especially drawn to Native American art and spirituality. His work is displayed in seven museums, including the Figge and the Smithsonian affiliate in Peoria, Ill.



Ace says: Be safe!

The January ACES Standard of Behavior focus is safety. Associates should recognize and act to address, prevent or resolve clinical quality or service problems or issues. Also be aware of potential hazards and use personal protective equipment when appropriate. Don't take any chances!



Calories to be added to cafeteria menus

Another way the Live Well Initiative is making it easier for you to make healthy choices: the introduction of grab and go salads, sandwiches, and wraps that meet the nutritional guidelines of Partnership for a Healthier America (under 525 calories, less than 10 percent calories from saturated fat, no trans fat, and less than 600 mg of sodium). The grab and go options will debut when the cafeteria renovation is done at Trinity Rock Island within the next few weeks.

Also beginning in January, food calories will be included on Rock Island cafeteria menus posted on the Intranet as well as in the cafeteria. Employees seeking information on fat grams, sodium and carbohydrates will be able to

find that on the Live Well Sharepoint site. Plans are underway to use uniform menus across the board at all three campuses so we can offer this everywhere.

In addition associates can get a card stamped each time they buy the wellness meal of the day. Those who purchase 10 will receive the next one free. Associates also can expect to see an increase in fresh fruits and vegetables and whole grain offerings.

“At this time of year, so many people have made a New Year’s resolution to eat healthier,” said Liza Kline, Director of Patient Support Services. “We’re taking a cue from many national



chains committed to informing consumers about the nutritional content of their products. Having this information readily available at their point-of-purchase, as well as expanding food options, makes it easier and more convenient for those looking to improve their health not just now, but all year long.”



Trinity Live Well
INITIATIVE

One expensive pocket

The right side cargo pocket in your scrubs has held a lot of valuable things in the past: notes, pens, otoscopes, stethoscopes ... maybe your driver's license or a snack!

But did you realize that the cargo pocket costs our system an additional \$100,000 per year? That's how much money we can save on new scrubs if we simply eliminate that single pocket!

Financial sustainability, which means finding efficiencies, cutting costs and otherwise identifying ways to keep as many of our expenditures limited without impacting direct patient care, is one of the four core "pillars" of Iowa Health System. It is what frees us up financially to deliver the best outcome for every patient every time.

We are constantly looking for ways to cut costs that don't otherwise directly impact the patient, and the expense of customizing scrubs to include a

cargo pocket is significant. By simply eliminating the custom pocket, you are helping IHS save an incredible amount of money.

Starting in January 2013 we will begin transitioning one affiliate hospital at a time in the following order:

- Trinity Fort Dodge
- Iowa Methodist Medical Center
- St. Luke's Cedar Rapids
- Trinity Quad-Cities
- Allen Hospital
- St. Luke's Sioux City
- Finley Dubuque

The total system transition is expected to take the entire year. More information on your exact conversion date will be given as it is set.

Associates simply need to bring their custom cobalt scrubs back the week of their transition and put them in the soil containers to be returned to the



laundry. These scrubs will continue to be used at our other locations until our stock runs out.

Thank you for doing your part in making sure that Iowa Health System remains financially sustainable into the future.

System Sustainability update

The IHS System Sustainability team has seen even more success in its efforts lately. Recently it helped save the system \$850,000 on an annual basis by developing system-wide agreements for wound care and blood management and consolidating individual contracts.

"Each affiliate was able to maintain their variable needs and receive the same service, but the system was able to garner a better pricing schedule overall," said Milt Aunan, Co-Leader of IHS' System Sustainability Program and CEO at Blank Children's Hospital in Des Moines. "We were able to negotiate a system contract for these management agreements, but patient care will not be affected."

"We are extremely pleased with the progress the Sustainability Program has been achieving. Our teams are realizing efficiency through standardization so we can deliver on our promise to our patients: to provide the best outcome for every patient every time," said David Stark, Co-Leader of IHS' System Sustainability Program and CFO at St. Luke's in Cedar Rapids.

Do you have a question for the sustainability team or a suggestion? Just click on the "Ask David" button in the far left column of the Intranet and submit your question/suggestion today.