

## Central PA APP Leader Training Day

April 18, 2024

8:30a-4:30p

CR CGO CG - 1 & 2

UPMC Community General

(4300 Londonderry Road, Harrisburg, PA 17109)

Time	Event	Lecture Topic	Speaker	CME (Hours)
8:30a-9a	Welcome Breakfast		Kori Morgan	
9a-9:45a	Ice Breaker		Kori Morgan Erin Colello Alex Mastro	0.75
9:45a- 10:45a	Session	Taking Charge of <b>YOUR</b> Professional Development	Amy Haller	1
10:45-11a	Break			
11a-12:15p	Session	Fostering a Healthy and Efficient Team Culture	Martina Bison-Huckaby	1.25
12:15p-12:45p	Lunch			
12:45p-1:15p	Team Building		Kori Morgan Erin Colello Alex Mastro	0.5
1:15p-2:15p	Session	Performance Management	Kim Etter	1
2:15p-2:45p	Breakout Session or Break	Tik Tok: Time Management for APP Leaders- <i>New Leader</i>	Lisa Henry	0.5
2:45p-3:15p	Breakout Session or Break	Tik Tok: Time Management for APP Leaders- <i>Experienced Leader</i>	Lisa Henry	0.5
3:15p-4:15p	Panel Session	Leadership Panel	Amy Haller Lisa Henry	1.0

			Elizabeth Ritter Dr. Troy Moritz	
4:15p-4:30p	Closing Remarks		Kori Morgan	Total CME: 6.5

### APP Leader Day

#### 8:30a-9a:

Welcome Remarks, Kori Morgan DNP, FNP-C

Senior Director Advanced Practice Provider Relations

#### 9a-9:45a:

Ice Breaker, Kori Morgan DNP, FNP-C

Senior Director Advanced Practice Provider Relations

Erin R. Colello, MHS, PA-C, SFHM

Supervisor, Advanced Practice Providers, Hospitalists

Alexandra Mastro, PA-C, MPAS

Supervisor, Neonatal Advanced Practice Providers, Central Pennsylvania Region

Learning Objectives:

1. Explore Diverse Perspectives: Participants will engage in discussions about their varied first job experiences, gaining insights into the challenges, successes, and unique perspectives of fellow advanced practice providers (APPs) from different backgrounds and specialties.
2. Foster Networking and Collaboration: Through sharing their first job experiences, participants will establish connections with peers, fostering a supportive network within the advanced practice provider community. This will encourage collaboration, idea exchange, and potential future partnerships.
3. Develop Reflective Practice: By reflecting on their own first job experiences and listening to those of others, participants will enhance their ability to critically assess their professional growth, identify

#### 9:45a- 10:45a:

Title: Taking Charge of **YOUR** Professional Development

Presenter: Amy Haller, MBA, MPAS, PA-C

Director, UPMC Center for Advanced Practice Education

Learning Objectives:

1. Describe how to build your brand
2. Define tools for continued professional development
3. Examine ways to involve your team in professional development

**10:45-11a: BREAK**

**11a-12:15p:**

Title: Fostering a Healthy and Efficient Team Culture

Presenter: Martina Bison-Huckaby, MBA, PC, SHRM-SCP, sHRBP

Manager, Physician Learning and Development

Learning Objectives:

1. Understand the importance of trust and psychological safety for team cohesion
2. Strengthen team communication
3. Foster engagement of team members

**12:15p-12:45p: LUNCH**

**12:45p-1:15p:**

Team Building, Kori Morgan DNP, FNP-C

Senior Director Advanced Practice Provider Relations

Erin R. Colello, MHS, PA-C, SFHM

Supervisor, Advanced Practice Providers, Hospitalists

Alexandra Mastro, PA-C, MPAS

Supervisor, Neonatal Advanced Practice Providers, Central Pennsylvania Region

Learning Objectives:

1. Enhance Collaboration and Communication: Participants will collaborate in teams to construct LEGO models, fostering open communication, active listening, and effective teamwork. Through this process, they will develop skills in articulating ideas, providing constructive feedback, and working towards a common goal.
2. Stimulate Innovative Thinking: Engaging in LEGO building challenges will encourage participants to think creatively and outside the box. They will explore alternative problem-solving approaches, experiment with different design concepts, and embrace

failure as a catalyst for innovation, ultimately enhancing their ability to tackle complex issues in healthcare leadership.

3. Cultivate Adaptability and Resilience: As teams navigate the LEGO building tasks, they will encounter unexpected challenges and constraints. Participants will learn to adapt their strategies, pivot when necessary, and persevere through setbacks. This experience will cultivate resilience and flexibility, valuable attributes for navigating the dynamic and ever-changing landscape of healthcare leadership.

**1:15p-2:15p:**

Title: Performance Management

Presenter: Kimberly Etter, MBA, PHR, SHRM-CP

Senior Director, Human Resources

Learning Objectives:

1. Learn about the various opportunities to manage performance outside of the annual evaluation
2. Understand the value of recognizing and documenting the difference between performance levels
3. Learn techniques to set clear expectations and provide valuable feedback.

**2:15p-2:45p:**

Title: Tik Tok: Time Management for APP Leaders-*New Leader*

Presenter: Lisa Henry DNP, CRNP, FACC

Director, Heart and Vascular Services

Learning Objectives:

1. The learner will understand the 4 Principles of Time in Taoism
2. The learner will identify then adopt 3 practical strategies into their workflow to improve time management as a leader
3. The learner will incorporate 2 changes in clinical practice as an APP leader and clinician

**2:45p-3:15p:**

Title: Tik Tok: Time Management for APP Leaders- *Experienced Leader*

Presenter: Lisa Henry DNP, CRNP, FACC

Director, Heart and Vascular Services

Learning Objectives:

1. The learner will understand the 4 Principles of Time in Taoism
2. The learner will identify then adopt 3 practical strategies into their workflow to improve time management as a leader
3. The learner will incorporate 2 changes in clinical practice as an APP leader and clinician

**3:15p-4:15p:**

Title: Leadership Panel Discussion

Presenters:

Troy Moritz, DO FACOS

Medical Staff President, Director of Thoracic Surgery, Director of Lung Cancer Screening

Amy Haller, MBA, MPAS, PA-C

Director, UPMC Center for Advanced Practice Education

Lisa Henry DNP, CRNP, FACC

Director, Heart and Vascular Services

Elizabeth Ritter, MHA

President, UPMC Harrisburg, UPMC West Shore

Learning Objectives:

1. **Gain Insights into Strategic Leadership:** Participants will have the opportunity to learn from the diverse perspectives and experiences of executive leaders, including a medical staff President, Directors of Education and Service lines, and a hospital President. Through discussions on strategic decision-making, organizational vision, and effective leadership practices, attendees will gain valuable insights into the multifaceted nature of healthcare leadership.
2. **Explore Interprofessional Collaboration:** The panel discussion will highlight the importance of collaboration between advanced practice providers (APPs) and executive leadership in achieving organizational goals and improving patient care outcomes. Participants will learn strategies for fostering effective interprofessional relationships, leveraging the expertise of different healthcare stakeholders, and enhancing teamwork across departments and disciplines.
3. **Identify Opportunities for Professional Growth and Advocacy:** By engaging with executive leaders who hold influential roles within healthcare institutions, participants will gain a deeper understanding of the opportunities and challenges facing APPs in leadership positions. The discussion will empower attendees to advocate for their professional interests, seek out leadership development opportunities, and contribute to the advancement of APP roles within their organizations and the broader healthcare landscape.

**4:15p-4:30p:**

Closing Remarks, Kori Morgan DNP, FNP-C

Senior Director Advanced Practice Provider Relations

***Conference Adjournment 4:30p***

Required Statements:

Accreditation and Designation Statement

In support of improving patient care, the University of Pittsburgh is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Nursing (CNE)

The maximum number of hours awarded for this Continuing Nursing Education activity is 6.5 contact hours.

Physician Assistant (AAPA)

The University of Pittsburgh has been authorized by the American Academy of PAs (AAPA) to award AAPA Category 1 CME credit for activities planned in accordance with AAPA CME Criteria. This activity is designated for 6.5 AAPA Category 1 CME credits. PAs should only claim credit commensurate with the extent of their participation.

Other health care professionals will receive a certificate of attendance confirming the number of contact hours commensurate with the extent of participation in this activity.

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