



IN THIS ISSUE:

2023 BOARD OF DIRECTORS SLATE
UPCOMING EVENTS
STUDENT CORNER— SCHOLARSHIP
RECIPIENTS ON CONGRESS EXPERIENCE
STUDENT CORNER— BODY LANGUAGE
GAHE EVENT HIGHLIGHTS
MEMBERSHIP REPORT
SPONSORSHIP
CONNECT WITH GAHE

Call for Webinar Proposals

Do you have an idea for a webinar that would be appropriate for educating GAHE's membership? If so, GAHE invites you to contribute to our [Call for Webinar Proposals](#).

GAHE is planning webinars for next year. To get things started, please complete our online [Webinar Submission Form](#) at least eight weeks in advance of your proposed webinar date.



President's Letter

Greetings GAHE Members!

I know we are all looking to figure out our new normal and the same is true for GAHE! Thank you for the tremendous engagement we have had over the past several months. We have had so many exciting things happening at GAHE and I hope you have all had the opportunity to participate.

If you haven't been able to jump back in, we would love to see you in person or virtually. We have gone back to in-person luncheons each month while continuing many of our virtual options with a wide variety of topics.

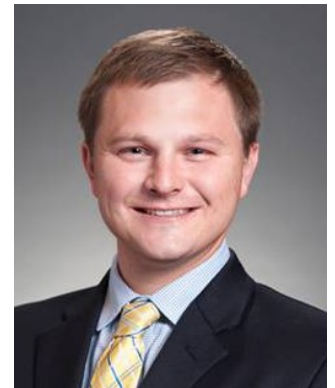
We have also started back our networking events with the most recent ones this past summer at Pontoon Brewing and Senior Execs on Deck at Truist Park, and one coming up November 30 at Monday Nigh Brewing Garage.

Our next in-person event is November 17 at Maggiano's where we will also elect our 2023 slate of officers (see page 2 for details). It has been an honor to serve our members as chapter president this year. Thank you to all GAHE members for everything you do to lead and advance the Georgia healthcare community.

Warmest Regards,

John Kueven, FACHE

President of the Georgia Association of Healthcare Executives



*John Kueven, FACHE
GAHE President*

See Page 2 for More on GAHE's 2023 Board of Directors Election

GAHE 2023 Board of Directors Slate

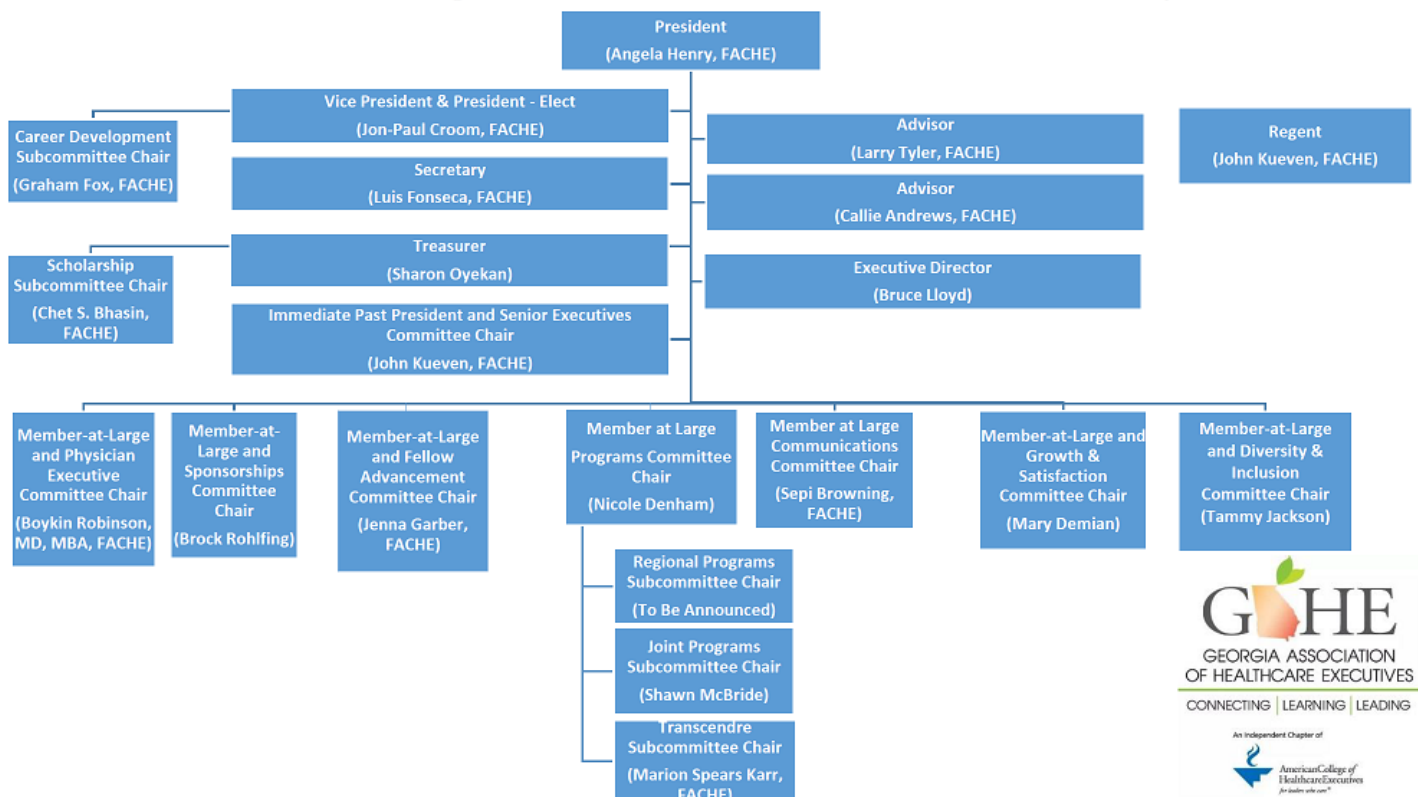
Election to Be Held at November 17 Business Meeting

The Nominating Committee of the Georgia Association of Healthcare Executives (GAHE) has met and offers the following slate of Officers and Directors for your consideration for the 2023 chapter year. Voting will take place at the GAHE [Annual Meeting and luncheon](#) at Maggiano's on Thursday, November 17, 2022, from noon to 1:30 pm ET as part of our monthly lunch and learn. Click the names of candidates listed below to view their bios or LinkedIn profiles.

- President – [Angela Henry](#), FACHE (automatic succession)
- Vice President – [Jon-Paul Croom](#), MSHA, MBA, FACHE
- Secretary – [Luis Fonseca](#), FACHE
- Treasurer – [Sharon Oyekan](#), MBA, PHR, SHRM-CP
- Immediate Past President – [John Kueven](#), MHA, RN, FACHE (automatic succession)
- At-large Member – [Sepi Browning](#), FHIMSS, PMP, FACHE
- At-large Member – [Nicole Denham](#), MHA, RN
- At-large Member – [Jennifer \(Jenna\) Garber](#), FACHE, MBA, SPHR, SHRM-SCP
- At-large Member – [Tammy Jackson](#)
- At-large Member – [Mary Demian](#), MBA, BSHM
- At-large Member – [Boykin Robinson](#), MD, MBA, FACHE
- At-large Member – [Brock Rohlfling](#)
- ACHE Regent Director – [John Kueven](#), MHA, RN, FACHE (ex officio)

The proposed **2023 GAHE organizational structure**, including the candidates above and committee and subcommittee chairs, is shown below. With the exception of the Regent Director, President, and Immediate Past President, officers shall be elected by a majority of the voting membership present at the annual meeting of the membership. The Vice President automatically succeeds to the office of President and the President automatically succeeds to the office of Immediate Past President.

2023 GAHE Organizational Structure - Proposed



Upcoming Events

November 17 F2F Lunch and Learn at Maggiano's Looks at "Leading Multigenerational Organizations" Program Will Begin with Annual Business Meeting to Elect 2023 Board

[Join us](#) on November 17 at Maggiano's in Buckhead as our panel of experts looks at "Leading Multigenerational Organizations."

In today's complex healthcare environment, a multigenerational workforce presents unfamiliar terrain for healthcare leaders. As a result, conflicts may develop in healthcare organizations due to generational differences in core values and work-related issues. Other factors include economic and political differences, the size of each generation's population, the transition of younger generations to leadership roles, and social influences of the generational periods.

This combination of factors results in further conflict among healthcare employees. Healthcare executives must take proactive steps to create cohesion across generational segments.

Panelists Will Discuss:

- Specific challenges healthcare leaders encounter with multigenerational organizations.
- How multigenerational conflicts affect organizational culture and patient care.
- Their organizations' successes and difficulties in working with various generations.
- Issues related to the recruitment of a multigenerational workforce.
- Loss of institutional knowledge and succession planning.
- Ways the organization has incorporated multigenerational issues into continuing professional development and training.

[More Details](#) and [Registration](#)

Calendar



Register for All GAHE Events at:

<https://gahe.org/events>

- [November 8, Noon to 1:00 PM, GAHE Clubhouse Event](#) — Join us for a free Clubhouse session on "Genetics Programs in Hospital Systems." Our guest speaker is John W. Henson, MD, MBA, Director of the Hereditary Cancer Clinic at the Georgia Cancer Center in Augusta. 1 hour of qualified credit.
- [November 14-16, Georgia HFMA, Fall Institute 2022](#) — Hyatt Regency, Savannah, GA. GAHE is a community partner of this event.
- [November 17 F2F Lunch and Learn and Annual Business Meeting, 11:30 AM to 2:00 PM, Maggiano's Buckhead](#). Our program will focus on "Leading Multi-Generational Organizations."
- **Mark Your Calendar!** November 30 networking Event at Monday Night Brewing Garage.
- [GAHE's Toastmasters Club](#) meets every other Friday from noon to 1:00 PM. [Click here](#) for details.

Mark your 2022-23 calendar for F2F programs on the third Thursday of each month. Also watch for announcements on new webinars and Clubhouse events.

2022 Congress Scholarship Winners Jose Ajanel and Anisha Koshy Recap Their Experiences at 2022 Congress

My Experience at Congress

by Jose Ajanel

My experience at Congress was beyond what I could have imagined, and I am grateful to the Georgia Chapter of the American College of Healthcare Executives for their support. My Congress experience was an opportunity: to learn from accomplished healthcare leaders, meet future leaders, and be part of a community that shares best practices for patient safety and quality. Congress was also a platform to evaluate how policy and legislation, operations, finance, and technology connect in the delivery of healthcare.

The first session I attended was the Arthur C. Bachmeyer Memorial Address and Luncheon. Ben Sherwood, former president of Disney-ABC Television Group and ABC News presented "Daring Greatly: Leading and Succeeding in Times of Disruption." He highlighted Walt Disney's creative journey and how the amount of knowledge is drastically increasing. To put it into perspective, he stated, "We know 5 percent today of what we will know in 2070." Given the rapid change, he inspired healthcare leaders to embrace disruption and the generation of new ideas -- lots of them.

I attended other great sessions and concluded with the student associate networking reception. In a session titled "Now What? How Can Diverse Candidates Succeed and Thrive in Healthcare Management," Raúl H. Zambrano MD, FACHE, discussed strategies to strengthen our student profile, overcome biases, and execute on career plans. To complement this, I participated in healthcare finance led by Michael Nowicki, MHA, EdD, FACHE, FHFMA on the key economic pressures facing healthcare systems, and the resource allocation strategies to address them. The night ended with the opportunity to meet peers, who will contribute to the future of healthcare leadership and lifelong learning. I had the pleasure to discuss all things healthcare with them and learn from their journey.

On my second day, I attended sessions on technology, leadership, and a healthcare consulting reception. During Dr. Karen DeSalvo's session, Chief Health Officer at Google, we were presented with the value proposition of how Google addresses access to information as a social determinant of health. Dr. DeSalvo highlighted that part of Google's goal is to meet people where they are. On professional development, I attended a



Jose Ajanel (right) with ACHE Chair Anthony A. Armada, FACHE, at 2022 Congress.

session titled, "Developing the Next Generation of Leaders: Lessons from the First Ten Years," by Laurie Baedke, MHA, FACHE, FACMPE and Natalie D. Lamberton, MHA/MBA, FACHE. In their discussion, we were presented with the four pillars of executive excellence, variables of performance, and elements of powerful relationship building. A key idea was that "while the best leaders are not necessarily well-rounded, the best teams are."

On my last day, I enjoyed presentations on healthcare management research, the next phase of behavioral healthcare, using RAIN RFID technology to attain data-driven clinical inventory optimization, and how to translate success from the classroom to the boardroom. All the presenters were experts in their field. They were approachable and welcoming of open discussion.

Lastly, the Covid pandemic has broken our hearts in many ways. As leaders, I know that we are ready for the next phase. As we move forward, I hope that we can be positive change agents in our organizations and communities. Together we can support the healing process in the time to come. As Chairman Anthony Armada, FACHE stated in the opening session, "The future of healthcare is bright." Together we share in leading for safety and quality.

Reflections on Congress

by Anisha Koshy

Upon joining my graduate program, it was immediately clear to me that the American College of Healthcare Executives (ACHE) would be an organization that played a key role in my career, given its numerous career opportunities and resources. I distinctly remember my MHA program coordinator highlighting how ACHE's Annual Congress on Healthcare Leadership was the premier event for connecting with colleagues and learning through unique sessions. As a first-year graduate student, I immediately resolved to attend Congress come Spring.

However, COVID-19 halted my plans, as it did for so many others. I continued my involvement in ACHE through my local chapters, but pushed the thought of attending Congress as a student out of my mind. My final year of school finally arrived, and I was elated to hear that Congress would be held in-person in Chicago once again, and that the Georgia Association of Healthcare Executives (GAHE) was generously offering to sponsor two graduate students to attend. Several GAHE leaders have taken the time to speak to, mentor, and sponsor previous UGA MHA students, so I was not surprised to see GAHE continuing to invest in its student members. I was honored to be selected as one of GAHE's scholarship recipients, and quickly made travel plans for Congress.

Upon my arrival, I immediately found that Congress embodied every positive aspect of ACHE and more through ample networking opportunities, informative educational sessions, and readily available resources. The opening session had a palpable energy—even as a student, I was immediately drawn into excited conversations with seasoned healthcare executives sitting close by. Each speaker sincerely conveyed inspiring messages about the demonstrated resilience and positive future trajectory of the healthcare industry. The positivity pervaded throughout the duration of the conference as I met more and more like-minded individuals committed to finding innovative ways to deliver patient-centered care.

The most valuable opportunity offered by Congress was by far the ability to form genuine connections with individuals journeying through various phases of their career. I quickly connected with fellow graduate students, all of whom were first-time attendees like me. I ran into current administrative fellows

whom I had met virtually through the fellowship interview process, upon which we readily commiserated on the difficulties of the fellowship season. I sat next to early careerists in sessions who transparently shared their current career challenges and future aspirations that aligned with my own. I chatted casually

with strangers over coffee in the hotel lobby only to later connect on LinkedIn and discover they were influential executives with 30,000+ followers. I attended a one-on-one career counseling session with a CEO, in which we ran well past our allotted 15-minute timeslot upon discovering our commonalities in rural healthcare, faith-based healthcare, and general outlooks on life.

Attending Congress exceeded my expectations and beyond. Despite the size and complexity of healthcare, the industry is small, as evidenced by the familiarity of healthcare leaders from all parts of the country that meet annually in this forum. I am truly thankful for GAHE's support that made this opportunity possible, and look forward to making the journey to Chicago for Congress annually.



Anisha Koshy

Anisha Koshy

About GAHE's Scholarship Program

GAHE's scholarship program awarded two Congress scholarships in 2022 and will announce the winners of three 2022 academic scholarships at our November 17 lunch and learn. Details on next year's scholarship program activities will be announced soon.

ACHE 2023 Congress will be held March 20-23 in Chicago. Registration will open on November 16 on [ACHE's website](#).

GAHE Student Corner

A section tailored for GAHE student associates, written by students.

Body Language for Leaders

by Carey Tyler

MHA Candidate, University of Georgia College of Public Health

Research shows that when your verbal and nonverbal signals are out of alignment, people are forced to choose between what they hear and what they see. And subconsciously, they'll believe your body language.

LinkedIn Learning offers a course on "[Body Language for Leaders](#)," that I recommend.

In this course, workplace body-language expert Carol Kinsey Goman, PhD, reveals how body language is perceived and often misread, and shares tips for making a positive first impression within the first few seconds of any interaction. She also discusses the role of body language in cross-cultural communication, delves into the importance of body language for leaders, and shows how you can establish leadership presence. Finally, she provides simple and effective tips on communicating with gestures and stance.

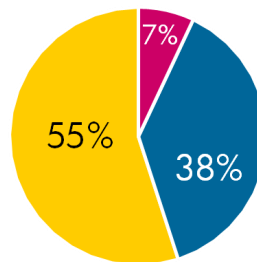
Learning objectives:

- Assess how your body language signals are perceived.
- Discover how to align your body language with your words.
- Determine how to make a positive first impression.

- Identify how to convey confidence.
- Evaluate your vocal tone.

Here are some additional resources we found interesting: https://www.mindtools.com/pages/article/Body_Language.htm

<https://edu.gcfglobal.org/en/business-communication/the-power-of-body-language/1/>



Dr. Albert Mehrabian's 7-38-55% Rule

Elements of Personal Communication

- 7% spoken words
- 38% voice, tone
- 55% body language

Reference: Belludi, N. (2017, October 27). Albert Mehrabian's 7-38-55 rule of personal communication. Right Attitudes. Retrieved September 23, 2022, from <https://www.rightattitudes.com/2008/10/04/7-38-55-rule-personal-communication/>

A group of UGA students attended Health Connect South at the Georgia Aquarium on September 22 in Atlanta. GAHE was a community partner of the event and hosted an F2F session.



GAHE EVENT HIGHLIGHTS



Senior Execs on Deck event on September 1 at Truist Park.



D&I "Power to Heal" watch event on September 14.



Callie Andrews (first row, second from right) received the Young Health Executive of the Year Award at 2022 Congress.



Our October 20 F2F lunch and learn panelists discussed "Developing High-Performance Teams."



John Kueven, Angela Henry, Callie Andrews, and Bruce Lloyd at ACHE's Chapter Leaders Conference in September.



GAHE partnered with Women in Healthcare Georgia to hold a networking event at Truist Park in June.

Membership Report (March 1 to October 30, 2022)

Fellows Recognition and New Members

Congratulations to these GAHE members who achieved their **Fellow of ACHE (FACHE)** credential since our last newsletter. Please take a moment to congratulate your colleagues for their commitment to advancing their healthcare careers:

- Kevin L. Dover, FACHE
- John H. Garrett, Jr., PhD, FACHE
- Samantha E. Griner, FACHE
- Elizabeth Lovell, FACHE
- Debra A. Mann, DNP, RN, NEA-BC, FACHE
- René Morrow, MBA, CMPE, FACHE
- Lorraine C. Smith, FACHE
- Roger Su, MD, FACHE
- Frances W. van Beek, FACHE
- Jon-Michael Williams, FACHE



GAHE President John Kueven, FACHE, recognizes Roger Su, MD, FACHE, with a Fellow pin at our July lunch and learn.



GAHE Vice President Angela Henry presented Fellow pins to Jon-Michael Williams, FACHE, and Lorraine C. Smith, FACHE, at our October lunch and learn.

If you are interested in learning how to become an ACHE Fellow, [click here](#) to view information on ACHE's website.

We recognize the following members who recently recertified their Fellow status:

Ben H. Anderson, IV, FACHE
Kimberly G. Bell, FACHE
COL Timothy N. Bergeron, FACHE
Tamara B. Bourda, PhD, FACHE
Ann R. Brown, FACHE
Scott Burfitt, FACHE
J. Michael Butler, FACHE
Marie Cameron, FACHE
Ryan Carpenter, FACHE
Bob Dent, DNP, RN, FACHE
Heather K. Dexter, FACHE
Stuart D. Downs, DNP, RN, FACHE
Delvecchio S. Finley, FACHE
Jennifer E. Garber, FACHE
Angela Giger-Henry, FACHE

Lily J. Henson, MD, FACHE
Beverly R. Hunt, RN, FACHE
Douglas R. Hurt, FACHE
Matt Jernigan, FACHE
Frank G. Jordan, Jr., EdD, FACHE
Jeffrey S. Loomis, MHA, FACHE
Deborah Matthews, RN, FACHE
Sonja F. McLendon, FACHE
Benita K. Miller, FACHE
Garth G. Miller, FACHE
Kimberly J. Miller, LFACHE
Tom Morris, FACHE
Velvette L. Myles, FACHE
Rhett C. Partin, FACH
Paul S. Penn, III, FACHE

Johnathan W. Prins, RN, FACHE
Robert F. Reeder, LFACHE
Monica G. Richey, FACHE
Candice L. Saunders, FACHE
Raymond A. Snead, Jr., ScD, FACHE
William B. Stuart, FACHE
Jeffrey S. Tarrant, FACHE
Terry L. Thompson, MBA, FACHE
J. Larry Tyler, FACHE
Michelle L. Wallace, DNP, RN, NEA-BC, FACHE
Blakely D. Watts, FACHE
Aisha N. Williams, RN, FACHE
John H. Williams, FACHE
Penny Windham, FACHE

Membership Report (March 1 to October 30, 2022)

New Members



Following the October 20 lunch and learn program, GAHE held a well-attended new member orientation session. The session to help new members find out how to get more involved in GAHE and make the most of their membership.

GAHE welcomes the following new ACHE members who have joined the chapter since March 1. We hope to meet you soon.

Beejay Adebajo, MSc	Patrick Brown	Ernie Elemento
Brenda Alexander, MS	Lue Butler	Gretchen R. Eppel, BS
Shameka Allen, MBA	Yasmine Candis	Jonathon Fausel
Erica Allen, MHA	Marquette Carney, BS	Catherine Featherston
Amari Allen	Nicole L. Centers, MBA, BSN, RN	Mary C. Flores
Dana Alvin	Kortnie Chavez	Sumit Fogla, MD, MBA
Muboriz Amonbekov, MD, MBA	John Clark	Vanessa L. Foulks, DHA
TSgt Christina E. Anderson	Vernon Cobb	Kim Fox
Lynn Anidi, DHSc, MBA	Michelle M. Colson	DeAndria Frazier
Adrian Arriaga	Savannah Cook, MSHA	Anita Freeman
Matthew Astin, MD, MBA, MPH	Shannon A. Cornett	Ryanne Gordon
Rutulkumar N. Barot, BDS, MHA	Bethina Couttenye	Judean L. Guinn
Katie Bateman, MBA	Leigh Cox	Sabria Harrell
Raveesh Batra	Daisy Cruz	Anthony Harrell, MSc
Julie Bhavnani	Karen Dalton	Racheal L. Harris
Abigail Borden	Camryn I. Daniel	Morgan Harris, BS
Larry Brack	Jim Davis	André Hayes
Lisa W. Brayboy, MSN	Anthony DeLuca	Joyce M. Hayes
Regina Brigman-Lake	Devangi Desai, MBA, MHA	Ikisha Heard
Keisha M. Brooks	Nancy K. Duffy, PharmD, MBA	Jill C. Hendrix, PA-C

Continued on next page

Membership Report *(March 1 to October 30, 2022)*

New Members (cont. from page 11)

Natalie Hentenaar	Patricia Miller	Paul Schick
Lisa R. Herbert, MD	Sara Millwee	COL Jason M. Seery
Paul W. Holland	Monica Minton	Kenya J. Singleton
Ansley Holloway, BS, MHA	Michelle Mitchell, MHA	HM1 Angelic R. Slaughter, RT
Kieren L. Holmquist	Marcia Morgan Parker, DNP, MSN, RN	Jonathan Smith
Amanda C. Hunt, MBA	John Morsek	Ashlyn Smith
Vanessa G. Hunter, MBA, MS	Michelle Myers	Brenda L. Smith
Cheryl A. Ingram	Sonali Naik	Ryan W. Snow
Tammy Jackson	Willkenia Napoleon	Philip Spiteri, MD
Tanya T. Jackson, MS, RN	Ian Nichols	Leslie H. Spooner
Kendra James	Emmanuel Nzeh	Karen Steely, MSN, RN
MSgt Tanecia R. Janice	Valerie Olzer	Terry L. Stephens, DNP, RN, APRN
Sam Jenkin	Chikanele C. Onyegam	Christine Stone
ShaCourtney J. Jenkins	Luke K. Parks, MHA	Rebecca Stroda
Steven A. Jinks	Bernetta D. Peeples, RN	John Summerlin, MBA
Tonya Johnson, MBA, MS	Cathleen Peterson-Layne	Kevenshay Tarver
Tiffanie Johnson, MHA	Jonathon Post	Calvin V. Terry, Jr.
Jessica Johnson	Jason R. Povio	Caroline T. Thomas, MPA
Hyeseung Kang, PharmD	Edna G. Primas-Harrell MSN, DHA, CPHQ	Vanessa E. Thurman
Kimberly D. Lancaster	Bonnie Proulx	Selma D. Tinnell
Trecia Landrum	Toya Rand	Kayla Turange
Kristan Langdon	Syieda Rasheed	Liji Varghese
TSgt Jamie L. Langry	William R. Reagan, DBA, MBA	MAJ Kayla Vickers
Karla E. Lanier, PharmD	John Reddick	Latrina Walden, FNP-BC
Amy V. Le	Nicole Register	Tawny Waltz
Marissa J. Lewis, MSN	Lana Richmond	Jonathan W. Ward
Robert L. Lindsey, III	Jessica Rivenbark	Griselle Warthen , MSW
Hal Mansour, MHA	Syed N. Rizvi	Darcy J. Watson
James B. Martin, MBA	James Roberts	Mildred Watson-Baylor, PsyD
Nakia S. Mattis	Elisciana Rodriguez	Jamie L. Wigginton
Chaka R. McGruder, MBA, MSN, RN	Barbara Rolin	Terrail Williams
Anne M. McKenzie-Brown, MD	Robert T. Russo	Ashley Williams
PO1 Jenele N. McLean	Marjorie Saintil-Alston	Claire K. Willie, MD
Michael E. Mercer Quiñones, MD	Prabha S. Sambatur	Denisa A. Wilson
Jeff Meyer	Sydney Sanchez	Angela Woods
Lauren Middleton	Delainey M. Saxon, BS	Yvette Yeager
	Collin Scheible	Fanike-Kiara O. Young, DBH

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- Educational Webinar — \$500 for event sponsorship
- Leadership Series Webinar — \$1,000 for event sponsorship

For more sponsorship information, please contact:



sponsorship@gahe.org

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GAHE is on social media – so remember to connect with us for the most up to date news and photos...

- Linked In: www.linkedin.com/groups/1121747
- Twitter: @GAHEConnect -- twitter.com/GAHEConnect
- Facebook: www.facebook.com/GAHEConnect



CALL FOR CONTENT

Content submissions to the GAHE newsletter are for reviewed for appropriateness by the Communications Committee. Please send your contributions, including articles, news, member accomplishments and photos to bruce.lloyd@gahe.org, no later than close of business by the 20th day of the last month of each quarter (March, June, September, December). Approved submissions made after this date will be placed into the next newsletter.

Please note that GAHE reserves the right to reject submissions that are not consistent with the goals and purposes of the organization. Articles that endorse or appear to endorse specific products, businesses, services, and are self-promotional or advertorial will not be accepted. Subjects that are appropriate deal with healthcare industry news (national and local), career management, leadership, mentoring, diversity and other professional topics. If you are not sure, please ask.

Articles submitted for the newsletter must be relevant to professional development or healthcare administration. Please format content in a Microsoft Word document, left justified, and be 1-2 pages in length. The content of the article must include: title; name of the author; the source the article was obtained from; full URL that links to the article (if applicable). Please submit photographs as email attachments in JPG file format. Please do not embed photographs in your article text. Provide name and affiliation of any person shown in photographs along with a brief caption. When using a reprint article, please provide credit to the author and/or obtain permission to use the article before submission.

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