



Healthcare Risk Professionals Impact, Influence, Innovate

Successful Leadership Succession: Preparing the Next Generation of Risk Professionals

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Presenters



Jenelle Arnao

Senior Risk Consultant

Ask Me About

- Bioethics.
- Action Research.
- Hospital-based risk management



Kerri Aramini

Senior Risk Consultant

Ask Me About

- Critical Care
- Cardiac Surgery
- How to interpret a medical record
- A fun fact: Likes to fish

Please refer to the Presenters' Bios available on the table and online for more information

Objectives

Understand

Understand the importance of succession planning

Consider

Consider innovative leadership development strategies

Mentor

Identify and mentor upcoming risk professionals

2-minute exercise

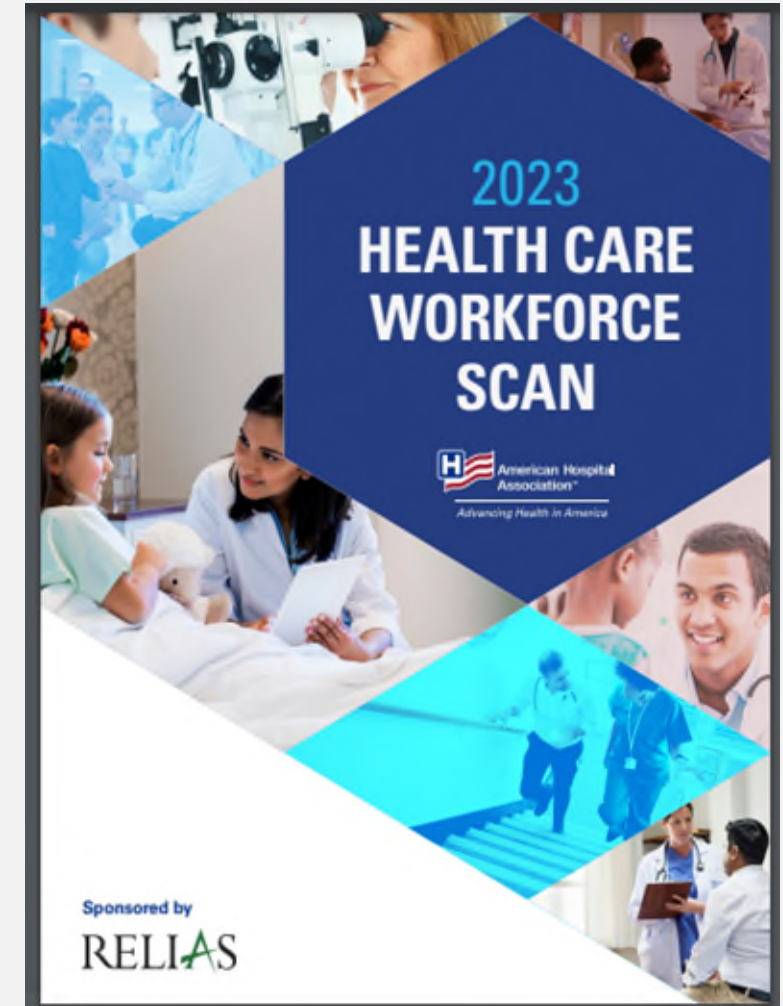
Meet your neighbor!

- Interview your neighbor to find out
 - their first name
 - their home state
 - their current professional setting
 - the school from which they earned their certificate/degree in healthcare risk management



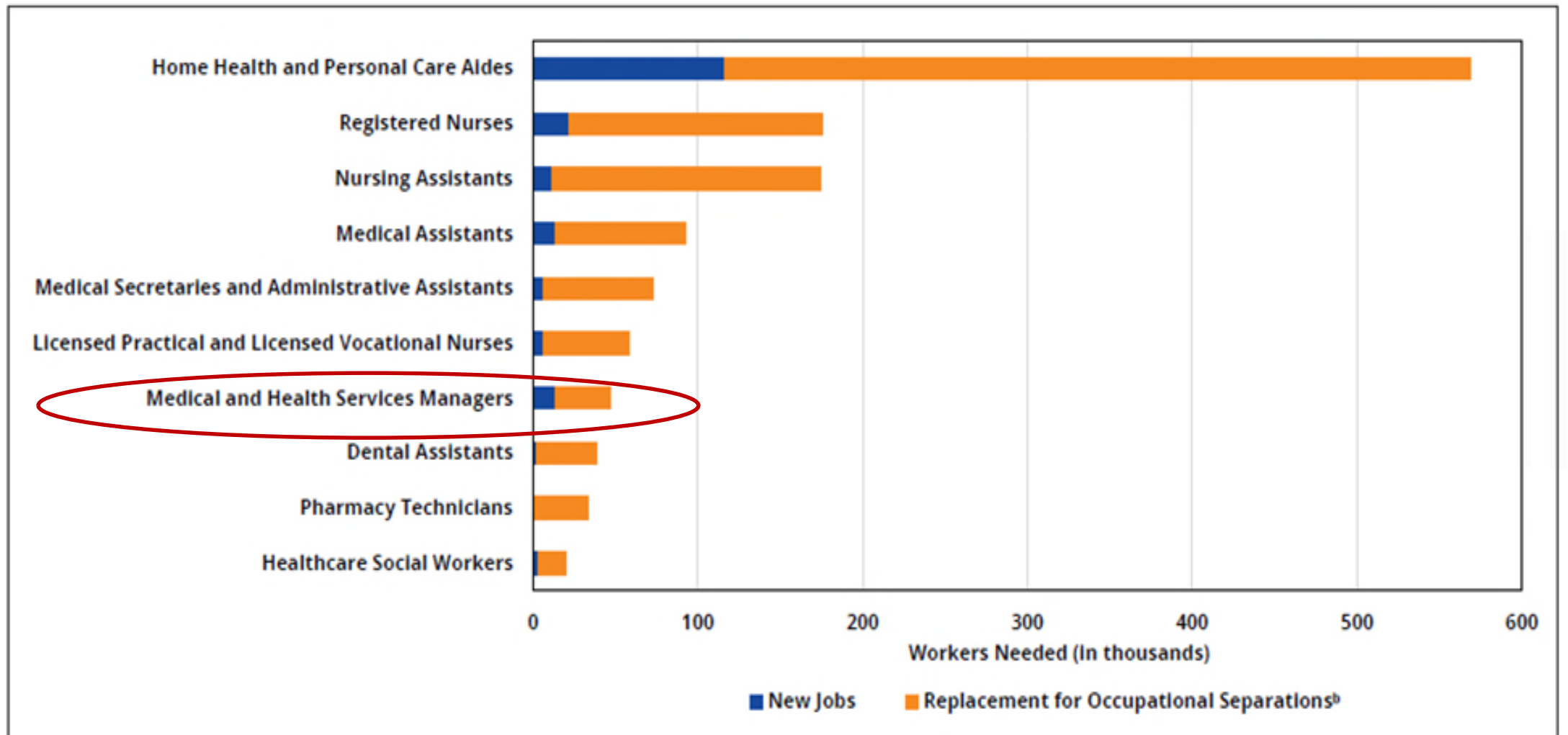
The *Why*

“A strong and resilient workforce is the backbone of our hospitals and health systems. There is no higher priority than ensuring that we care for the caregiver, that we make our working environment safe, and that we foster the ability for individuals to have joy in their work.”

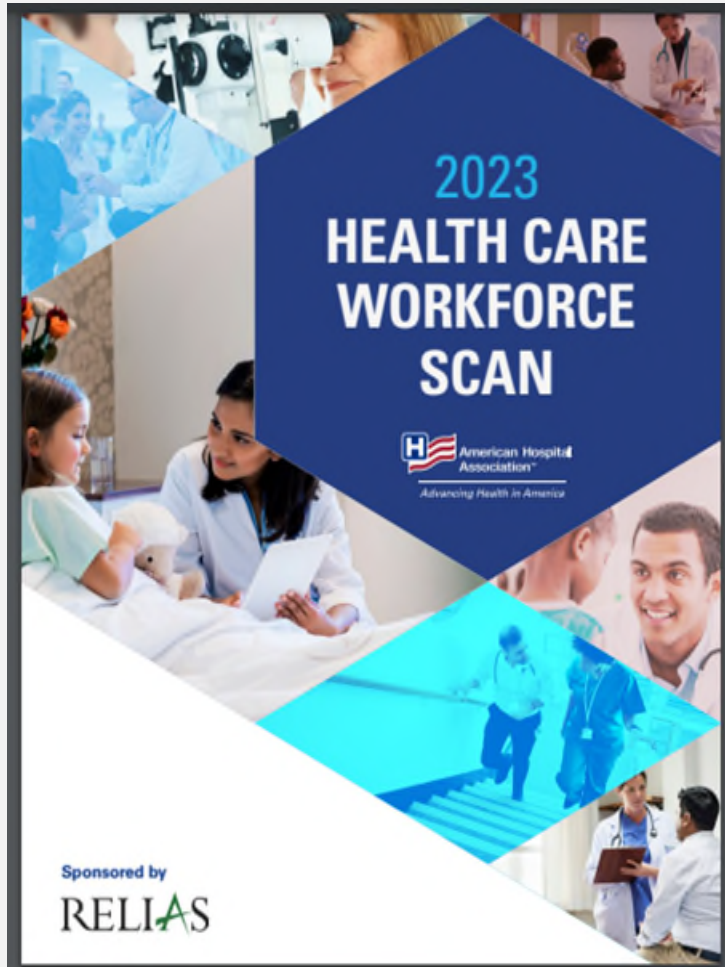


The *Why* Continued

Annual Need for New Workers-HCW, 2019 to 2029



The *How*



The 3 R S

Recruit

Retain

Roadmap

Of a Quality Workforce

Leadership

**Circumstantial, however,
if you're a leader and no
one is following you then
you're just someone
taking a walk.**



Succession Planning – try this

C-Suite investment

Intentionality

Communication

Succession Planning – **avoid this**



Procrastination



Quick fix



Clones

Leadership Development - Eagle



Leadership Development- Geese



Leadership Development Strategies

- Assess for organizational leadership style
- Identify candidates with leadership potential
- Encourage risk professional certification



**CERTIFIED PROFESSIONAL IN
HEALTH CARE RISK MANAGEMENT**

CANDIDATE HANDBOOK

Conducted by the American Hospital Association Certification Center
Effective March 2022



Mentoring/Allyship/Advocacy

- Know the difference
- Stay in your lane
- Have an exit strategy



Be a mentor

- Short-term or long-term
- Formal or informal
- Must match expectations



Be an Ally

- Empathy over sympathy
- Examine your privilege
- Use your privilege to benefit someone else



Be an Advocate

- Sings your praises outside of your presence.
- Works toward getting you into the room(s).
- Actively invests in your success.



Key Takeaways



Better understanding of succession planning



Fine tuning of leadership strategies



Plan to mentor risk professionals

Action Items

Individually

- Post on your socials
- Become a mentor/ally/advocate
- Pass the baton

Organizationally

- C-suite buy-in to succession



Questions/Discussion

A great question
doesn't simply inform...
it enlightens.



Contact Presenters

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