

# Right Here

A Monthly Newsletter for the Staff of MMC



## President's Message

A message to all MMC, REI & NWCC staff:

What a month it's been.

There's no doubt the past few weeks in our area have been marked by increased COVID-19 activity and perhaps some anxiety.

That said, I want to remind you what we've been stating for many months now: we're prepared for this and we're dedicated to making sure the health needs of our communities are met regardless of increased activity in our area. Your dedication to our patients and communities is really shining through during this period of adversity, and I want to thank you for your steadfastness and willingness to serve others. You make me proud to work for this great organization. I've seen a lot of blue MMC masks in the community sending the message that keeping our friends and families safe is number one – keep up the great work!

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August, 2020

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**Memorial  
Medical Center**

*Right here in the place we love.*

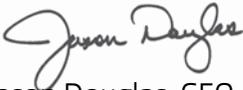
## President's Message, continued from page 1

Speaking of masks, I'm sure you've heard about the various masking advisories and provisions happening throughout our area at this time. Ashland and Bayfield Counties are both under masking advisories and the City of Bayfield is under a mask requirement. And the county advisory applies to our hospital, too. More to come on those advisories since things are changing daily. As the largest healthcare employer in our area, we should be setting the best example of slowing the spread of COVID-19. You're doing really well with this one – let's keep on.

I want to take a moment to acknowledge some of our staff involved with our True North People journey which aims to improve our success here at MMC. Many of you know that Kathy Tuttle put an enormous amount of effort into this journey the past several years, and she's now passing that baton to Anne Leafblad to continue our trajectory of success. Thanks for your dedication to this project, Kathy, and congrats on your new leadership position, Anne!

Well, despite the reality of COVID-19 in the Bay area, we should still be enjoying the beautiful summer we've had so far. And as we enter into the dog days of summer, be sure to get out there and enjoy what our area has to offer – be safe and have fun!

All my thanks,



Jason Douglas, CEO at Memorial Medical Center

### PARTNERS OF MMC COFFEE SHOP RE-OPENING

Hours: Mon. - Fri. • 8:30 AM - 12:30 PM

Ground floor of hospital across from elevators.



We are happy to announce that the coffee shop is now open! Here are some details to note if you plan on going to the coffee shop:

- Set up is concession stand style with an ordering window and a limited menu.
- Pay by Deduct-It, Credit or Debit only. NO CASH.
- Please be patient - Lisa is working alone with no assistance from volunteers.
- Thanks to Building Ops for getting everything set up quickly for safe coffee shop operations during COVID-19.



## Upcoming Events

### NATIONAL BREASTFEEDING AWARENESS MONTH

The 2020 National Breastfeeding Month theme is Many Voices United. Now, more than ever, we must come together to identify and implement the policy and systems changes that are needed to ensure that every family that chooses breastfeeding has the support and resources they need to succeed.

Find out more about National Breastfeeding Month at: <http://www.usbreastfeeding.org/p/cm/ld/fid=909>

MMC has 4 certified lactation consultants on staff. Telephone visits are available for any mom or family who has questions or concerns about breastfeeding. We are also a Mother's Milk Bank breast milk donation location. Call the Family Birthplace of MMC at 715-685-5005 for more information.



Mothers' Milk Bank  
of the Western Great Lakes



# All in the Family

**Barb Jusula, ED** completed the Skin & Wound Management Course on June 8 - 12. She received her wound care certification. The course taught about the different types of wounds, and how to treat each one.

**Lori Anderson, Rehab Services** attended the Counterstrain Academy Module 1: Intro online session on May 29 - 31 & June 20 - 21. She received her certificate of completion. This is a required course for all academy modules. The course allows for significant improvement in ability to properly diagnose and treat all patients in regards to their symptoms or functioning impairments utilizing fascial counterstrain.

# Kathy Tuttle Receives Capstone Award

In July of 2016, Kathy and other members of our administration began looking at the Capstone Leadership Solutions model as a tool for MMC to achieve improved results and strategies. It was agreed that this framework would be a great fit for us. In January, 2017 we began our organizational journey to success: True North.

Kathy took the role of Capstone Initiative Captain, and was the champion of the True North People section of the journey which included a ton of ground work and initiative including developing the structure for the current employee led True North teams. She led the True North People for 2 1/2 years before recently passing the role on to **Anne Leafblad, HR**.

In recognition of her great leadership, wisdom and dedication, Kathy was given the Capstone Just Start Award of Courage. Congratulations to you Kathy! Thank you for your excellent guidance on our True North journey.

## TRUE NORTH



# Congratulations Recent Retirees



**Christine Oreskovich, HIS**  
Chris Oreskovich started at MMC on 7/5/1978 and is retired 41 years 363 days later (July 3, 2020)! She has worked in the Health Information Department as a HI Tech the whole time. She has survived four computer conversions and many changes over the years. She is

always professional to both internal and external customers, detail oriented, willing to share ideas and adapt to the changes that are a part of working in healthcare. Chris served on the Employee Relations Committee for many years and helped coordinate many parties for employees. She also serves her community by volunteering for MMC sponsored events. Every spring she spearheads the MMC plant sale which raises money for Relay for Life. So if you see Chris, please wish her well. You will probably find her snooping around someone's flower beds looking for new ideas for her yard.

## **Carl Bauer, Rehab Services**

Carl has had a fabulous career and one he should be proud of. We have been fortunate to have Carl as the leader of Rehabilitation Services. In his early career, he commuted to the Hayward hospital every day for 2 years before returning to Ashland. At that time, Ashland's physical therapy services were outsourced to another company – Great Northern Rehab. He had to satisfy a non-compete clause before MMC could hire him to lead our PT services. Carl grew the services over the years to become a comprehensive program offering physical therapy, occupational therapy, and speech pathology. He has always supported and encouraged the staff to pursue areas of interest resulting in a very diverse staff offering many specialized therapies. He was a great mentor for his staff freely giving knowledge, demonstrating care for his patients and overall being a great example of the therapy profession. Carl has always been willing to share his expertise to help us all understand safe work practices. A farm kid at heart, he always shared the bounty of his garden. He is respected by all who work with him. His leadership and clinical expertise will be missed. Thank you Carl for all you have done for our staff, patients, and community.



# These employees are celebrating milestone years achieved by 12/31/19

## 2020 Employee Recognition Celebration

### *5 Years*

Nina Blakeman  
Aimee Granger  
Lance Ritola  
Jeff Lee  
Trisha Hagmann  
Krista Jack  
Traci Granger  
Faye Johnson  
Morgann Schmidt  
Shana Blakeman  
Laurie Vaillancourt  
Sarah Fletcher  
Diane Ketring  
Grace Emmert  
Jenna Singler

### *10 Years*

Christopher Barnes  
Judith Freeman  
Lynn Hall  
Daniel Heinzen

### *10 Years*

Tammie Jonas-Marsland  
Frank Kaspar  
Chad Lipske  
Jeffrey Nicholson  
Sandra Principe  
Donna Sechen

### *15 Years*

Jennifer Brinker  
Wendy Gray  
Mila Halvorson  
Sue Kupczyk  
Jaimee Lipske  
Anna Sarkinen  
Susan Schoch  
Tamara Thimm  
Maria Wickman

### *20 Years*

Dena Arnson  
Erin English  
Joy Hinrichsen  
Barbara Jusula  
Rose Kabasa  
Deb Karasek  
Diane Mika  
Sherri Paulson  
Jolene Tomlinson  
Susan Wilhelm  
Kelly Zifko

### *25 Years*

Lisa Ekman  
Clint Karasek  
Steven Lindquist  
Kandi Mattson  
Deborah Rock  
Kevin Stranberg

### *30 Years*

Brenda Buss  
Diane Gregoire  
Mike Jack  
Doreen Nohl Parker  
Debra Schultz  
Kim Sherry

### *35 Years*

Nancy Dufek  
Frank Hostetter  
Tracy Pristash  
Kim Terry  
Kim Welty

### *40 Years*

Karen Hansen  
Teresa Ochsenbauer

### *45 Years*

Marty Baljo



# Employee Wellness Bag Toss Event



Last week was the first opportunity since COVID-19 restrictions were put into place for staff to get out and participate in a wellness initiative event. **Kyle Narges, Wellness Coordinator** hosted a bean bag toss with chamber dollars and Taking Shape program points incentives. The grand prize winner of the drawing for \$25 dollars in chamber dollars was **Laurie Scott, PAS**.

Did you gain the COVID-15 pounds during the COVID-19 stay at home order? Do you know about the free wellness Taking Shape program available for all staff? Go onto the portal or call Kyle at Ext. 5508 for more information.

## Testing of the Informacast Emergency Alert System

We are beginning the first steps of implementation of the Informacast automated emergency alert system at MMC! As part of the initial process, we will be sending out test alerts to different departments over the next few weeks. Alerts could be presenting on your cell phone, email, desk phone or a combination of these. The message will include the word TEST and may have a call to action required by you.

The Informacast system is on track to be totally implemented by the beginning of 2021. This alert system will be a faster more efficient way to relay codes and emergency messages quickly to the appropriate staff. Updated information will be available on the portal as we adapt to this new digital emergency alert system. Call **Erika Kurtz, Education** at Ext. 5327 if you have any questions.



# True North Update - People **By Anne Leafblad**

I'm very excited about the opportunity to take over the True North People champion role. First and foremost, Kathy Tuttle should be recognized for all of the hard work she's done over the last 3+ years in blazing the trail for developing initiatives with our leaders in our organization, and also for her work with leading the employee driven teams. Kathy has been super helpful in sharing all of her materials, documents, and her wealth of knowledge that she has acquired over the past few years from being in this role. I will do my very best to keep up with all of the great things that she has put into place!

This is a very interesting and somewhat different time to be taking on a new role such as this one. I've only been in this role a few weeks now, and I've quickly learned that you need to be flexible and adaptable given the uncertainty of working through a global pandemic. I had all of the details coordinated for a training event for our leaders that was supposed to take place on July 16, but we ended up cancelling the event just a few days prior due to the covid cases on the rise in our area. This has now been re-scheduled for a live virtual training on August 17 & 18.

Our True North-People teams are coming out of hibernation, as many of the teams have not met since pre-covid times. You may have seen some updates about the STAR recognition program on the intranet recently, as the Employee Experience Team is reviving this program—be sure to take a look at the Star Program on the intranet (under the Human Resources dropdown tab) and nominate a coworker for demonstrating exceptional STAR standards (Service, Teamwork, Accountability, Respect). The wellness team is also restarting the "Taking Shape" wellness program, with a modification to the points system. I know that several of the teams are recruiting new members—if you are interested in joining a True North-People team, please contact me and I am happy to provide you with more information. For reference, these are the various teams that make up "True North-People": Patient Experience Team, Employee Experience Team, High Reliability Organization Team, Nursing Team, Training Team, Community Relations Team, and the Wellness Team. Most of the teams don't require a specific skillset to participate on a team, but we are looking for motivated employees who want to contribute to making a difference in our organization, and employees who are team players, have a positive attitude, and team members who have fresh ideas!

A bit of background about myself... I'm originally from central MN, but have lived in Bayfield for nearly 9 years with my husband, Levi, and our 2 little boys, Hap and Ole. I have a bachelor's degree in Human Resource Management

from the University of North Dakota, and have worked in MMC's HR department for 4 years as a Human Resources Specialist. I will continue to keep my same HR responsibilities in the department (family/medical leaves, short term disability, nonunion compensation, recruitment), and the initiative champion role will be additional to my HR position. Prior to taking on this role I was the co-chair of the Training Team for 2 years. Organizational culture development is something that has always interested me, and I'm looking forward to working with everyone!



Anne Leafblad  
True North-People Champion  
Human Resources Specialist  
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# STAR

Service

Teamwork

Accountability

Respect

Every encounter,  
every person,  
every time.



**Memorial  
Medical Center**

*Right here in the place we love.*



Staff came together six feet apart to show their support for fellow employee, **Kaye Lani Hebert, BHS** and her family. On the day that their baby, Winter had to have heart surgery, everyone wore a shirt that said: **#TEAMWINTER.**

## Got Photos?

Submit them to *Right Here!*

We'd love to highlight your favorite photos. Send us your photos from summer fun activities, or any milestones of you and your family.

Email your pictures as JPG files to [krdeering@ashlandmmc.com](mailto:krdeering@ashlandmmc.com)