

Miami Valley Hospital's Sample Leader Bios and Starter Question Set

Enhanced Flash Mentoring Program



Source: Miami Valley Hospital, Dayton, OH.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)



Dear Team Member,

Welcome to Miami Valley Hospital's Enhanced Flash Mentor Program. The time you are investing here will be of great value to your future career path. Mentoring is proven to be a successful strategy for professional development at any age. Through a formal mentoring program, we offer you an opportunity to learn how you may expand your leadership, interpersonal, and technical skill-sets in an environment that fosters both personal growth and professional development. By investing time, experience and energy we provide you with the keys to unlock your personal potential as well as the tools to achieve success.

What is Enhanced Flash Mentoring?

Enhanced Flash Mentoring is the combining of defined development sessions and "a one-time meeting or discussion that enables an individual to learn and seek guidance from a more experienced person who can pass on relevant knowledge and expertise." Simply said, it provides you with an opportunity to identify areas for increased growth as you work towards your career goals.

Participation in this program is, without a doubt, one step in the right direction to achieve your professional success. I encourage you to visit with several people from the leadership team today; ask them targeted questions and be prepared for detailed, honest answers. At Miami Valley Hospital it is imperative for our success as an organization and community service provider to invest in you. As a result, I know you will be pleased with the outcome of your visits today. Thank you for joining us today and for the time you are dedicating to cultivate the dynamic workforce we enjoy at Miami Valley Hospital.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Shaker".

Mark Shaker

*President and Chief Executive Officer
Miami Valley Hospital*

Source: Miami Valley Hospital, Dayton, OH.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Jolyn Angus

*VP of Operations,
Chief Nursing Officer*



prior to her current position she held a leadership role with a major for profit health system. Ms. Angus had much to say about what inspires her about her position. She enjoys having the ability to impact nursing care on a much broader basis. She is passionate about being able to impact not only patients' lives, but also on each individual nurse's growth and professional development.

Marc Belcastro, DO

Chief Medical Officer



Dr. Marc Belcastro has been a long standing member of the MVH medical staff and has served in both appointed and elected leadership roles as a trusted neonatologist and, most recently, as the Chief-of-Staff and Vice President of Women and Infant Services. This includes responsibility for Berry operations as well as the Women's Program at MVHS. Having obtained his Bachelor's degree in Zoology from the Ohio State University and his Doctor of Osteopathy from Ohio University's Heritage College of Osteopathic Medicine, Marc brings over 30 years of experience and value to the organization.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Robert Bowman

VP of Hospital Operations, MVH



Robert Bowman received his associate's degree in nursing and a minor in accounting from

Sinclair Community College and later obtained his BSN from the University of Cincinnati. Robert then worked to obtain his MS in nursing administration and health care administration from Wright State. In the past 20 years at Miami Valley Hospital, he has been an anesthesia technician, a clinical nurse and a shift manager on the Advanced Care Unit, a nurse manager for Ambulatory and IV Therapy, Orthopedics, and Surgery, and has even been the Director of Surgical Services. Currently, he is the Vice President of Hospital Operations. Robert loves Premier and MVH because he loves the differences he and others make in patients' lives every single day.

Keith Bricking, MD

President Medical Staff, MVH



Keith Bricking, MD is currently the Medical Director of the Emergency and Trauma Center and President

of the Medical Staff at Miami Valley Hospital. He is a Board Certified Emergency Medicine physician and has been on staff at Miami Valley Hospital since 2005. He completed his undergraduate degree in biology at Northern Kentucky University, medical school at the University of Kentucky and residency at Indiana University. In December 2016 he anticipates completion of his Master's in Business Administration with Healthcare concentration from Wright State University. He enjoys working with teams, patient care and organizational/ process improvement. Outside of work he enjoys spending time with his wife and 4 children.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Mikki Clancy

Chief Operating Officer, MVH



Mikki Clancy earned her undergraduate BS degree in Engineering Science from Vanderbilt University and later obtained

her MBA in Management Technology from the University of Phoenix. She also is a Certified Information Systems Auditor (CISA). After serving as an officer in the United States Marine Corps, she has been an IT auditor, the Y2K director, the Chief Information Officer for Premier Health, and the Chief Operating Officer for Miami Valley Hospital. She is involved in several other non-profit boards. She loves working for Premier Health because of our mission, our excellent teams, and no two days are alike.

John Eckelberry

Director, Nutrition Services



John Eckelberry is the Director of Nutrition Services and has served in that role since 2002. Previously,

he served as the Food Production Manager for Premier Health and at Good Samaritan Hospital for a total of over 20 years of service. John earned his Bachelor of Science in Food Service Management and an Associate of Science in Culinary Arts from Johnson and Wales University in Providence Rhode Island. During his tenure, Nutrition Services has continued to grow with the opening of new retail outlets, including MVHS Kobiicks, MVHS Valley Café, Valley Café at the main campus, and Café Express. Currently, John is working on the design plans for the remodel of Rubicon Place in 2016. John also led the successful transition of Nutrition Services from traditional tray line service for patients to a room service model that has increased Patient Experience scores. He has served on many interdisciplinary teams across the system, currently co-chair of the Premier Employee Engagement Committee and team lead of the Performance Management initiative focused on revitalizing job descriptions and performance appraisals for all employees across Premier.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Sophia Gordon

*Manager of Access
and Transfer Center*



Sophia Gordon received her Bachelor's of Science in Nursing from Texas Women's University, her Masters of

Science in Administration from Central Michigan University and is a Licensed Nursing Home Administrator received at University of North Carolina Chapel Hill. She originally came to Dayton because her husband works for the Air Force. Gordon's grandmother influenced her life greatly, as she was one of the Jamaicans to have a degree in nursing from England. She enjoys working here at MVH because of the knowledgeable and helpful people she has met and the leaders who motivate others through their passion for the patients and employees.

Catherine Hall

Director, Clinical Operations, MVHS



Catherine Hall received her BSN and MS from Wright State University. She has been working with

Miami Valley since 1974 and has held many previous jobs. She has worked in Advanced Care, Emergency Department and CareFlight as a clinician. She has held leadership positions in emergency, trauma, patient flow, and MVHS. There are many elements about Miami Valley that Ms. Hall says attributes to her passion. She enjoys people, has a passion to be challenged and provide new services and programs on behalf of MVH and MVHS, and to meet the needs of the patients in the community.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Molly Hall, MD

Vice President, MVH



Dr. Molly Hall was born and raised in New Jersey. She earned her undergraduate from Yale and attended Cornell

Medical School, and later completed her residency in psychiatry. As a member of the United States Air Force, Dr. Hall was stationed in Dayton. She served for 22 years and retired as colonel. She is now the Vice President for Academic Affairs and tied Premier Health with Wright State University to further the education of students and the resources of staff.

Jessica Hallum

Nurse Manager



Jessica Hallum earned her BSN from Wright State and is currently enrolled in the

University of Phoenix working to obtain her MSN. She started with Premier in 1999 as a Patient Care Tech. Following, she took on the roles of bedside nurse for the neuroscience unit, Unit Council Chair, assisted with the opening of the Inpatient Trauma Unit, and Patient Flow Manager. Today she is the Nurse Manager for the Rehabilitation Unit, where the focus is directed on patient quality of care. She says that knowing she has an impact on both the staff and the patients is what she loves most about her job at Premier.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Shaun Hamilton

Director Community Health



Shaun Hamilton is a native Texan and a graduate of Sam Houston State University in Huntsville, TX where he

earned his B.S. Health Science. He also earned his Master of Public Health, Health Systems Management from the Boonshoft School of Medicine at Wright State University and he is a Certified Health Education Specialist. Shaun began his career at Miami Valley Hospital as the Manager for the Injury Prevention Center, Trauma Program in 2005. In 2011 Shaun took on the role of Manager for Supplier Diversity for Premier Health. In 2014 Shaun was promoted to System Director of Community Health/Benefits for Premier Health. In this role, he is responsible for the strategic alignment of community initiatives for Premier Health in an effort to make our communities healthy.

Emily Hayes

Nurse Manager, Labor and Delivery



Emily Hayes has been at Miami Valley Hospital since 1997 where she started out as a PCT on the Neuroscience

unit. After obtaining her BSN from University of Cincinnati in 1999, she stayed on the Neuroscience unit and then transferred to L&D in 2000. During the past 15 years she has been a bedside nurse, alternate TL, CNM, ANM and currently the Nurse Manager of Labor and Delivery/Family Beginnings Birthing Center. Each position has brought its own challenges and helped develop her leadership skills in a multitude of areas. Her current role provides many opportunities to collaborate with various team members to develop policies and workflows that will improve patient care and patient experience. Employee satisfaction is also very important and she enjoys input from her team on how to retain a talented, strong and positive work group.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Kim Hensley

Vice President, Hospital Operations



Kim Hensley obtained her associates in nursing from Sinclair Community College and went on to Andrews

University to get her BSN. Later, she obtained her MS in Nursing Administration from Wright State. Kim began her career at Kettering Hospital and served as a Staff Nurse on the Oncology Unit, and later became a Nurse Manager. After working at Kettering Hospital for 14 years, Kim joined Miami Valley Hospital as a Nursing Director, worked with the Hospitalist group as the administrator and is currently the Vice President of Hospital Operations. She loves working at Premier because she believes the company is progressive and well-prepared for future healthcare changes.

Sharon Howard

Site Manager of Public Relations and Community Relations, MVH



Sharon D. Howard currently serves as Site Manager of PR & Community Relations with Premier Health's Miami

Valley Hospital. Sharon graduated from the University of Dayton with a Bachelor of Arts Degree in Television Communications. She is a professional with over 25 years of experience in broadcast media, public relations and marketing economic development. Areas of expertise include: healthcare communications, community development & engagement, marketing, strategic communications, communication consultation and special event planning. She is active in non-profit program participation, corporate board service, and is affiliated with numerous civic and volunteer organizations. She is also a member of Tau Lambda Omega Chapter of Alpha Kappa Alpha Sorority, Inc. and member of the International Communications Committee, The Dayton Chapter of The Links, Incorporated and served 10 years on the Ohio Arts Council.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Mary Jackson

Director, Medical Imaging



Mary Jackson obtained her associates degree in radiologic technology from Sinclair Community College and

her BS in Healthcare Management from Park College. She started out as a CAT Scan Technologist at MVH and was promoted to several leadership positions throughout her career at Premier Health to include the Director of Imaging Services at Miami Valley Hospital. She is a Certified Radiology Administrator by the Association for Medical Imaging Management. Mary's favorite part about working at Premier is helping the people and patients that make the system so great.

Jeff James

Director, Plant Services, MVH



Jeff James is the Director of Plant Services and Engineering at Miami Valley Hospital. He has been in his position

since October of 2008. Prior to that, Jeff was the Facility Sourcing Manager for Premier from September 2004 – 2008. Jeff spent thirteen (13) years with Fluor Daniel, a large international Engineering & Construction firm, as a Senior Buyer and Contracts Manager. His first job out of college was with Marathon Oil Company as a Transportation Specialist in 1988. Jeff has a Supply Chain Management degree from Michigan State University.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Kate Johnson

System Program Manager, Premier



Kate Johnson is the System Program Manager for Talent Development at Premier Health. She brings more

than a decade of healthcare human resources, leadership training and professional coaching experience to this role. While she regularly jokes about being an English and Art major working with clinicians, she believes that her education and background give her a uniquely creative approach to the work of developing leaders who face the challenges of today's healthcare environment. Kate is a certified VitalSmarts trainer and MBTI practitioner and completed a coaching certification course in the winter of 2015.

Cristlyn Johnston

Director of Operations, MVHS



Cristlyn Johnston is the Director of Operations at Miami Valley Hospital South

(MVHS) in Centerville. Prior to coming to the hospital, she spent the first 10 years of her career with Clear Channel Radio as an account manager. While there, she became familiar with Premier Health by marketing their various health events/promotions as well as the opening of MVHS. It was this campaign that prompted her move to the healthcare industry. After five years as the Community Relations Manager, she transitioned to operations after successfully managing all non-clinical aspects of the hospital's expansion as a member of the bed tower project steering committee. Cristlyn is a University of Cincinnati graduate and completed her MBA at Indiana Wesleyan University.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

CJ Kostecka

Director, Nursing



CJ Kostecka is currently the Director of Nursing for the Neurology, Oncology, and Behavioral Health service lines

at Miami Valley Hospital; and prior to joining Miami Valley Hospital in 2012, CJ was the Director of Nursing at Upper Valley Medical Center. CJ earned both her Bachelors in Nursing and Masters in Health Administration from the University of Phoenix. CJ believes that nurses require ongoing professional development to empower them to acquire the necessary skills to advance from novice to expert in his or her nursing practice. CJ enjoys mentoring because it gives you the extraordinary opportunity to facilitate personal and professional growth by sharing knowledge learned throughout the years of experience. CJ's desire to develop and mentor others is a direct correlation to the multiple leaders she has had the privilege to work with in her nursing career.

Stacey Lawson

Director, Human Resources



Stacey Lawson is currently the Director of Human Resources at Miami Valley Hospital; previously she

has been the Director of HR at Good Samaritan Hospital and at Corporate Services and spearheaded the organization's first diversity initiative. Stacey earned both her B.S. in Human Resources Management and her M.S. in Business & Industrial Management Counseling from Wright State University in Dayton, Ohio. Stacey's passion is developing and mentoring others and credits her success to the many mentors she has had an opportunity to learn from. She believes that reflecting on lessons learned and looking outside of yourself at others' perspectives and best practices are critical success factors required for excellence.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Jenny Lewis

CEO, President MVH Foundation



Jenny Lewis earned an undergraduate degree in business administration with a fundraising certificate.

She has been employed at Miami Valley Hospital for 27 years, and has had a broad range of responsibilities. Jenny has been the scheduling secretary, project coordinator, assistant director, and director for volunteer services. She became president of the MVH Foundation in 2005, and still holds that position today.

Peggy Mark

Chief Learning Officer, Premier



Margaret (Peggy) Mark is the Chief Learning Officer for Premier Health located in

Dayton, Ohio. As Chief Learning Officer, Peggy has responsibility for learning functions across the health system. Areas of responsibility include clinical education, technical education, patient and family education, knowledge services, change management, and leadership development. Through the Premier Health Learning Institute, Peggy and her team strive to ensure a high quality, consistent, efficient, and effective approach to learning across all functions within the health system. Peggy is passionate about personal and organizational learning and supports others in continually striving to be the very best at what they choose to do. She has been in her position since October 2012 when the Chief Learning Officer position was created for Premier Health. She is a doctoral candidate in the PhD in Leadership and Change Program at Antioch University. Peggy shares five children, two grandchildren and three cats with her husband, Joe. They make their home in Springboro, Ohio.

Source: Miami Valley Hospital, Dayton, OH.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Melissa Merritt

Director Women Services



Melissa holds a Master of Science degree from the University of Phoenix, and a Baccalaureate in Nursing from

Cedarville University. On a more personal note, she has volunteered for Reach Out Montgomery, and has worked in her church as a Sunday School Teacher and a Vacation Bible School Leader. Melissa started her career here at MVH back in 2002 and since then has transitioned from the role of bedside leader through a number of nursing director roles. These include Service Line Director of Neurosciences as well as Nursing Director with operational oversight of Nursing Finance, Trauma Advanced Care Inpatient Unit, Bed Control, Premier Nursing Staffing Pool, Nursing Administration and Administrative Officers. Melissa has done a phenomenal job in enhancing employee and physician engagement as well as continuously working to improve our patient care environment.

Bukari Miles

Human Resources Business Partner



Bukari Miles is retired Air Force. Though he is the only one of his six siblings to receive a degree, he has received

three Associate's in HR, Applied Science, and Electronics Technology from the Air Force. He also holds a Bachelor in engineering from the University of Cincinnati and a Master's in Business Administration and HR from Indiana Wesleyan University. What he enjoys most about his job is how much of an impact he can have on so many peoples' lives for the better. He believes that in doing for others, you help yourself.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Deborah Minton

Director, Nursing



Deborah Minton received her BSN from Wright State University and a MSA with a concentration

in Health Care Services from Central Michigan University. Internally, Ms. Minton started as a PCT, then an RN shift manager, an administrator officer, and a nurse manager in cardiology. She notes that she is here at her job more than with her family, and it is all worth it because of the differences she and her staff makes. She strives to make a difference in the staff and patient's day every day. Otherwise, she says, it would not be worth it.

Robert Morrison

Associate Chief Medical Officer, MVH



Dr. Robert Morrison, MD is currently the Associate Chief Medical Officer at Miami Valley Hospital. Dr. Morrison

is an Internist and Nephrologist and practiced over 30 years before taking his present position. He joined the US Air Force in 1981 before Medical School and after his training served as Chief of Nephrology and Consultant to the Pacific Air Command at Clark Air Base in the Philippines from 1990 to 1991. He finished his Air Force career at Travis Air Base in California, then in 1994 started a Nephrology Practice in Xenia, Ohio where he stayed for 18 years. From 2012 to 2014 he was a Hospitalist at Miami Valley Hospital and Upper Valley Medical Center, then became the Program Medical Director of the Hospitalist program at Good Samaritan Hospital from 2014 to Feb 2016, when he assumed his new role as VP and Associate CMO at MVH. Dr. Morrison has a BS in Management from Rensselaer Polytechnic Institute; graduated from the Post-Graduate Pre-Medical Program at Columbia University, and got his MD at The Albany Medical College of Union University.

Source: Miami Valley Hospital, Dayton, OH.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Sandrae Patterson

Medical Social Worker



Sandrae Patterson holds two masters degrees. The first masters being in Mental Health from

Wright State and the second being in Social Work from the University of Cincinnati. Before her current position Patterson has worked as the Operation Manager in Employee Care and Director of Outpatient Mental Health Services at Day-Mont West. Ms. Patterson loves MVH for its diversity. She emphasizes that MVH provides opportunity to provide care to a diverse population, opportunities for learning, and working with a diverse team of healthcare professionals which she truly enjoys.

Jeanne Ponziani

Director, Clinical Operations



Jeanne Ponziani received her BSN from Wright State and her MSA from Central Michigan University.

Before her current position she was the Nurse Manager of PCU and ATA at the South Campus, Nurse Manager at the Center of Women's Health, and also an Administrative Officer among many other positions. Jeanne says what makes her want to get out of bed every day is the patients and the staff that care for them. She loves to work on improving processes and starting programs.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Alison Potts

Director Nursing Critical Care



Alison is a graduate of The Ohio State University College of Nursing, and is currently working on her Master's

degree at Urbana University. Alison started taking care of patients as a PCT at The Ohio State Medical Center, and transitioned into nursing at Miami Valley Hospital, where she has practiced for 14 years. Alison started as a new grad on the Pulmonary unit, and started her leadership journey as the Unit Council Chair. She has held multiple leadership positions including: team leader, educator, Bed Flow manager, Nurse Manager, and currently serves our organization as a Director of Nursing.

Alison has been married for 13 years, and is a proud Mom to a daughter, Ava who is 10, and a son Dylan, who is 8. As a family they enjoy traveling, and sports. Additionally, Alison volunteers with Girl Scouts of America, to assist with the leadership development of young ladies.

Joanne Ringer

Chief Operating Officer, MVHS



Joann Ringer obtained her BS in Business Administration from Ohio State University and her

Masters in Strategic Management from Indiana Wesleyan. Ms. Ringer started at MVH 23 years ago and has held many positions from Operations Manager, to Director of Business Development, to MVHS Project Administrator, to VP Hospital Operations. Ms. Ringer highlights how proud she is of the work we do in our community, and is inspired everyday by the staff who deliver the care.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Vanessa Sandarusi

Physical Med and Rehab



Vanessa is a past Administrative Fellow at Premier Health. She is a graduate of OSU with a degree

in Occupational Therapy. Vanessa completed her dual Master's Degree in Business Administration and a Masters in Health Services Administration at Xavier University. Prior to Premier, Vanessa's leadership experience entailed partnering with SNF owners and administrators of large 250 plus bed facilities to implement SNF-PPS, sub-acute and outpatient therapy programs. Vanessa's passion is enhancing the leadership capacity of others. She is a Fellow of the American College of Healthcare Executives and a designated Mentor within ACHE.

Erin Seiter

Manager, Nutrition Services



Erin Seiter completed her Dietetic Internship through Miami Valley Hospital in 2006-2007. She is a

Registered Dietitian who has worked at MVH since 2007. She spent her first three years working as a Clinical Dietitian and in 2010 transitioned to the role of Patient Food Service Manager. She received her Bachelor's degree from Johnson & Wales University in Culinary Nutrition and her Master's degree from California University of Pennsylvania in Health Promotion and Wellness. Outside of work she enjoys being outside, kayaking, sailing, running, and cycling.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Craig Self

Chief Strategy Officer, Premier Health



Craig Self is the Chief Strategy Officer for Premier Health. He joined Premier Health in 2007. Craig

has direct responsibility for strategic planning, service lines, market research and development, physician and advanced practitioner recruitment and business development. Prior to his current position, Craig served at the System Vice President for Business Development for Premier Health. Craig also previously served in business development and operations leadership roles at Good Samaritan Hospital. Craig has over 25 years of industry experience, including a wide range of senior executive, operational, business development and strategy roles with emergency medical services (EMS), multi-specialty physician group practices, and tertiary and community hospitals. Craig holds a master's degree in business and bachelor's degree in healthcare administration from Franklin University in Columbus, Ohio. He is also a Fellow of the American College of Healthcare Executives.

Mark Shaker

President and CEO, MVH/MVHS



Mark Shaker earned his undergraduate degree in business administration from Ohio State University

and his master of health administration degree from Washington University. He started with Miami Valley Hospital in 1985 in an administration fellowship. He spent 12 years in hospital operations, was the CEO for Fidelity, the CEO for Good Samaritan Hospital, and also the Senior Vice President for Service Lines. Today, he is the CEO of Miami Valley Hospital.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Adrian Taylor

Director, Diversity, Premier



Adrian Taylor received his Bachelor of Science from Central State University. He has also worked for the Dayton

Area Chamber of Commerce in Minority Business Partnership as a manager, and The Dayton Foundation as a Minority Economic Development Council (MEDC) Coordinator. Mr. Taylor says that in his role at Premier he has the unique opportunity to influence decision makers to provide a better patient experience for our customers, a better work environment for our employees and growth opportunities for diverse companies that want to do business with us.

Andrea Tuttle

Human Resources Business Partner



Andrea Tuttle earned her BBA in marketing and a minor in psychology from Ohio University. She is currently enrolled at Wright State

University and pursuing her MBA. With Premier, she has been an Assistant Patient Representative, a Supervisor over PBX, and is currently a Human Resources Business Partner. She loves working at Miami Valley Hospital and with Premier Health Systems because she is working at a place that makes a difference in people's lives.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Amanda Veldman

NM ETC



Amanda has been with Miami Valley Hospital for 16 years, starting as a PCT on the Neuro unit, and currently

the Nurse Manager of the Emergency and Trauma Center. She received her BSN from Wright State in 2002, and completed my Master's in Healthcare Administration earlier this year. During her time at Miami Valley Hospital she has served as a clinical nurse, Team Leader, Case Manager, Administrative Officer. Amanda has a passion for leadership and believes that her role as a leader is to create an environment where staff can deliver excellent patient care. She loves to teach and mentor and looks forward to meeting you!

Heather Vocke

Technical Education, Premier Health



Heather Vocke is currently the Nurse Manager of Interventional Radiology at Miami Valley Hospital; previously

she has been the Associate Nurse Manager/Educator of Heart and Vascular Surgical Step Down Unit at Miami Valley Hospital. Heather has been a RN at MVH for 11 years and has held various informal and formal leadership roles; Unit Council Chair, Professional Collaborative Chair and Team Leader. Heather believes that growth and development is a critical piece in the ever evolving healthcare model and the cornerstone for achieving excellence. Heather enjoys helping to mentor new leaders because they are our future.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Angela Wale

Director, Nursing



Angela Wale earned her BSN from Cedarville University and her MSN from the University of Phoenix. She started as a bedside nurse and eventually elevated to a shift manager. She has been a Patient Flow Manager and Nurse Manager for the Rehabilitation Department. Currently, she is a Director of Nursing and has held this position for 5 years. Angela loves working at Premier because of the mission, vision, and value of the hospital system. She also admires the four pillars that Premier Health and Miami Valley Hospital preach: Respect, Integrity, Compassion, and Excellence. Angela believes that Miami Valley Hospital commits to patients in every level of the system and she believes that the hospital is tying community and wellness together perfectly as the hospital continues to grow and expand.

Michele Wilson

Manager, Patient Experience, Premier



Change execution expert, Michele Wilson has been working with employees, management

and executives for more than 15 years to help individuals and organizations bring their best to their professional and personal lives. Michele teaches and consults in the areas of change management, executive coaching, conflict resolution, performance and talent management. Her role as internal consultant with the Premier Health System has given her a broad range of experience in healthcare and business management. Michele lives in Dayton with her husband and three children.

Miami Valley Hospital's Sample Leader Bios and Starter Question Set (cont.)

Sample Mentee Questions

LEADERSHIP SKILLS

1. What are you doing to ensure you continue to grow and develop as a leader?
2. What advice would you give someone going into a leadership position for the first time?
3. What are a few resources you would recommend to someone looking to gain insight into becoming a better leader?
4. What is the one behavior or trait that you have seen derail more leaders' careers?
5. What is one characteristic that you believe every leader should possess?
6. Do you set aside specific times to cast vision to yourself and other leaders?
7. How do you encourage others in your organization to communicate the "core values"?
8. How do you encourage creative thinking within your organization/team?
9. What is the best leadership advice you've ever received?

Sample Mentee Questions

POLITICAL SAVVY

1. What does being politically savvy mean to you?
2. What is the image and reputation our organization hopes to project?
3. What behaviors are considered acceptable within the organization/team?
4. How does a person establish influence in the organization/team?
5. How important is it to try to win over your challengers by considering their interests and giving something to them when possible?
6. Do you consider practicing compromise and win-win negotiation a key component?
7. On a scale of 1 to 5 how important is it to work to gain the trust of people who can provide information or support important to your success?
8. What tips would you give someone on how to avoid behaviors that could jeopardize others' opinions of you?
9. What is one political misstep or lesson you've learned throughout your career?