May 14, 2018

2018 OUR Place Employee Giving Program Is Now Underway

A message from Marge Schmitt and Marilyn Flanders, co-chairs of the 2018 OUR Place Employee Giving Program:

Today marks the launch of Maine Medical Center’s annual OUR Place Employee Giving Program.

Each of us, every day, plays an active role in fulfilling our mission of caring for the community, educating tomorrow’s caregivers and researching new ways to provide care. Gifts to the Employee Giving Program help support the mission by providing budget-enhancing funds to areas of greatest need in our organization. 100 percent of funds raised by employees are reinvested into OUR Place in order to help provide the highest quality of care to our community.

Every gift, no matter the size, makes a difference. Our goal is to reach 2,500 donors to OUR Place this year. With you by our side, we can do it!

Please join us in participating in Employee Giving. Thank you for all that you do to support OUR Place every day!

MMC Celebrates Nurses Week with Nursing Excellence Awards

MMC’s Nursing Excellence Awards began in 2002 as a way for our nurses to recognize their peers. The nominees are nominated by their peers.

Selection Teams for each of the awards consist of previous recipients of the awards, a co-chair representative from one of our Nursing Councils, a member from the Nursing Professional Excellence Council and other staff from MMC, depending on the award. A full list of award winners is in eNews.

Sheila Parker, R.N., Vice President of Patient Care Services, presents an award for clinical excellence to Erin Swett, B.S.N., R.N., C.P.N., C.N. III
# 2018 Employee Engagement Update

In 2017, MMC and MMP employees (non-medical staff) participated in an Engagement Survey to identify opportunities to improve our workplace. Three organization-wide priorities at MMC and two at MMP were identified (called engagement drivers). While there are numerous ongoing efforts that contribute to addressing these drivers, including MMC’s recently announced Staff Fitness/Wellness Center that is scheduled to open in Fall 2019, below are highlights of work generated as a direct result of the survey.

## Maine Medical Center

### Engagement Driver: My organization helps me deal with stress and burnout.

The MMC Engagement Council Subcommittee and the Center for Performance Improvement partnered to develop an easy to customize Team Engagement Toolkit now available on the Leadership Meeting Intranet page.

On August 10 at 8 a.m. in the Dana Center Auditorium clinical staff can attend an open “Reducing Stress and Burnout” workshop administered by The Advisory Board. Contact Helena Ackerson for more information.

### Engagement Driver: Abusive behavior is not tolerated in my organization.

The Staff Injuries Task Force and its four subcommittees have made significant progress in several areas. Two important areas to note are increased Training and Staff Support:

- 64 staff have completed Safety Class Training. Classes are open to all employees and have been scheduled for May, June and July. Contact P6 Nursing Director Julie James for more information.
- 57 Staff who have been trained to use Code Gray personal protective equipment.
- 80+ Colleagues have been trained to provide confidential peer support for providers and all colleagues.

### Engagement Driver: I have never been asked to compromise my values.

The MMC Engagement Council Subcommittee has been working with HR to reinforce our six organizational values throughout 2018.

In May, Unconscious Bias Training will be offered to Leaders. Sexual harassment workshops were offered to Leaders this winter and will be rolled out as a mandatory e-learn for all colleagues this summer.

More than 175 colleagues have completed the Compassionate Interactions Workshop designed to equip healthcare staff with the skills to promote compassion, both to self and to others. Contact Helena Ackerson to sign up.

## Maine Medical Partners

### Engagement Driver: I am kept informed of the organization’s future plans and direction.

The MMP Employee Engagement Committee has completed significant progress to date, including:

- MMP Senior Leaders have personally met with 95% of staff to present the 2017 Year In Review.
- Interim MMP President Joel Botler has initiated monthly communications to staff with organizational updates.
- Senior leaders have attended several all-staff meetings at various practices.

### Engagement Driver: I have helpful discussions with my manager about my career.

The MMP Employee Engagement Committee has completed significant progress to date, including:

- Newsletter and videos created to showcase career development within Maine Medical Partners.
- Education series in progress for management on a variety of healthcare management topics.
- Generating a schedule of development workshops, including learning opportunities for staff.