

THE VITAL TIMES

AT FAIRVIEW PARK HOSPITAL

APRIL 2011



A Fitness Visionary, Wellness Mentor

Says Goodbye

BY: JASON HALCOMBE, *Dublin Courier Herald*

A quick survey of Jimmy Bedingfield's desk will give anyone a primer into the passions that fuel this otherwise quiet man from around Cadwell.

A miniature dumbbell set.

A broken headstock off some classical guitar.

And an anatomical diagram of the shoulder offer clues but little depth into the countless hours Bedingfield has spent on hobbies and his primary work imagining, constructing and serving as executive director of Fairview Park Hospital's Fitness Park since its inception 25 years ago.

Last week during a special drop-in reception, countless current and former members joined coworkers and staff in a tribute to Bedingfield as he stepped away from the Fitness Park and into retirement.

Sitting inside his office just prior to the reception, Bedingfield said the reality of his retirement still hadn't sank in for the lifelong physical therapist and physiology expert.

"No," Bedingfield said, one side of his mouth curving into a reflective smile. "To answer your question, no."

A quarter century ago, Bedingfield was simply a man hired to take charge of the new in-patient physical therapy facility at the then brand-new Fairview Park Hospital.

The UGA grad and former Marine Air Reserve serviceman had honed his interest in Anatomy and Physiology and biomechanics into what he hoped was going to be a solid career in therapy.

Early on, though, Bedingfield saw a need to take the idea of therapy a step further and incorporate a combination of strength, aerobic and healthful living concepts into a model that flipped the old "gym" on its head.

Where most saw exercise as something people did to get "strong" or to look "good," Bedingfield saw an opportunity to promote a fairly new concept of wellness; a concept that has helped grow the Fitness Park to more than 1,740 members.

"I called our director Jerry Fox and asked him what he thought about a wellness center," Bedingfield said.

The answer turned out to be yes.

And in 1986, the Fairview Fitness Park and Wellness Center opened its doors for the first time.

DON'S DESK	2
EMPLOYEE OF THE MONTH	3
2010 SURVEY FOLLOW-UP	4
ABSENCE MANAGEMENT	6
PEDIATRIC UNIT GRAND OPENING	6
CHAPLAIN COMMENTARY	7
EMPLOYEE MILESTONES	8





... from Don's desk

...Listen...Act...

It's the responsibility of the leadership in any organization to **LISTEN** to employees. At Fairview Park, we give our employees many opportunities to provide feedback, offer suggestions, and to let their voice be heard. There are formal and informal methods whereby you – our employees – can let us know how we can make our hospital a better place to work and serve patients and families.

However, if we only listen, then nothing ever changes. If we listen and don't **ACT** upon what we hear, then we might as well not have sought feedback to begin with. In fact, giving employees a voice and an opportunity to provide feedback and then not responding to them is worse than never asking in the first place.

I often hear from employees during rounding just by asking questions and observing the work place. Through the President's Council, I have the opportunity to receive great ideas from a rotating group of employees. The monthly "Chattin' with the Chief" town hall meeting is another place where employees can ask questions and provide me with valuable feedback.

Next month, each of you will have the opportunity to provide formal feedback on our work environment, the responsiveness of our leadership, and your overall opinion of our culture. I hope you will take the opportunity to complete the on-line survey and let us know how we are doing.

Following the employee engagement survey in 2010, we heard many good ideas and suggestions, and we responded. You – our employees – spoke to us. We listened and acted upon that input. Now, you will have the opportunity to tell others – namely our corporate leaders, about the culture and work environment at Fairview through the survey tool.

In this newsletter and on posters throughout the hospital, you can read about our efforts to better respond and follow-through on our promises. We have made some key leadership changes and emphasized the importance of communicating with and coaching our employees; we have made every effort to give employees opportunities to provide feedback, be involved with decisions that affect you, and overall improve communication; and we ensured that the things we heard from you during the 2010 survey were acted upon.

In short, Fairview Park **IS** a **BETTER** place to work and receive care than it was last year and in previous years. We will strive to continue to give employees opportunities to speak, and your leadership will listen to that feedback and act upon your suggestions and concerns. It is our desire to build upon our gains from last year, and continue to make Fairview Park Hospital a place in which you and our community can take pride.



Don pictured with CCU staff in their newly renovated nurses station (l-r: Kelly McAdams, Jan Turner, Cheryl Thigpen, Lynn Rountree, Molly Rogers, Connie Whittington, April Watson, Tami Thomsen)

MARCH EMPLOYEE OF THE MONTH

Frankie Loyd, Environmental Services, was recently named the March 2011 Employee of the Month. The employee of the month award at FPH is voted upon by the Employee Advisory Group and goes to the employee who shows dedication to the ideals and institutions of the I-CARE philosophy. Here are some of the comments about Frankie:

“Never seems to have a bad day”

“Never complains about any task no matter how big or small”

“Always willing to help”

“An all around really great guy”

“Always there when you need him”

“Always does every task with a smile”



Frankie pictures with Mike Hoskins & Nicholas Hunt

APRIL EMPLOYEE OF THE MONTH

Martina Suttles, RN, 4th Floor, was recently named the April 2011 Employee of the Month. The employee of the month award at FPH is voted upon by the Employee Advisory Group and goes to the employee who shows dedication to the ideals and institutions of the I-CARE philosophy. Here are some of the comments about Martina:

- “She is very energetic”
- “She is very friendly and helpful”
- “Martina is always a team player”
- “She offers to help even when she is busy”
- “Her patients love her”
- “She uses a positive and caring attitude when caring for her patients”
- “She is a champion at hourly rounding”
- “She always finds the time to help me when I need it”
- “Her positive attitude has a positive impact on 4th floor’s morale”
- “Martina always has a smile on her face and kind words for her patients even on the most chaotic days”



Martina pictured with Noleen Olckers & Donna Trickey

We Heard You! 2010 "Actions"

You spoke and we heard you. And, we've been **WORKING HARD TO MAKE IMPROVEMENTS** across the hospital. While most of you know what is happening in your departments, it's sometimes hard to know what is going on throughout the hospital. Here's a few things related to last year's survey and what we've been working on since:

MY SUPERVISOR DOES A GOOD JOB OF COACHING AND GUIDING ME.

- Hired new key leaders in: Education, Pharmacy, Radiology, Emergency Management, SDS, Dietary, EVS
- Emphasized Management Development of all leadership team.
- Instituted mandatory department meetings.

I CAN COUNT ON SENIOR LEADERS TO FOLLOW THROUGH.

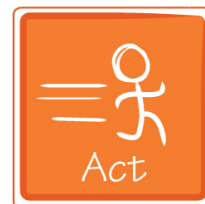
- Recruited 2 Orthopaedic Surgeons
- Started surgicalist program
- CCU Renovations including new beds
- Re-opened the Pediatric Unit including new cribs
- ER with 24/7 specialty coverage
- Tube System replacement
- Security/Access control (badges/camera)
- 20+ additional physicians recruited, roof repaired, replaced air conditioning Units

I AM SATISFIED WITH THE AMOUNT OF VOICE I HAVE IN THE DECISIONS THAT ARE MADE AT FAIRVIEW PARK.

- Mandatory department meetings
- Rounding logs checked by senior leaders – senior leaders rounding on employees—keeping logs
- Chattin' with the Chief
- Chattin' with the Chief blog
- Enhanced newsletter
- President's Council, monthly birthday parties, and so much more.

I BELIEVE THAT ACTIONS WERE TAKEN AS A RESULT OF THE SURVEY.

- Added charges nurses
- Adjusted PRN rates
- Added travelers and per diems
- Established mandatory department meetings
- Increased opportunities for improved communication



I WOULD RECOMMEND THIS FACILITY TO FRIENDS AND FAMILY AS A PLACE TO RECEIVE HEALTHCARE.

- Added service lines: PET/CT, Stroke, Sleep Lab, Cardiology-EP, Vascular Surgery
- Improved CORE Measures & Processes (Georgia Hospital Association's Chairman's Circle)
- Addressed Emergency Department capacity
- Learning and applying LEAN philosophy in ED
- 24/7 call for specialty services in ED



BEDINGFIELD RETIRES CONT.

What started as a single structure housing weight equipment, aerobic space and offices, has since grown to five times that original size and includes a swimming pool, basketball court, racquetball courts, yoga room and cardiac rehab facility.

For all of the growth, Bedingfield said the success stories that have been directly tied to the facility are his greatest accomplishment.

"Seeing the positive effect that simple things like eating correctly and moving your body can have on a person's life is the best to me," Bedingfield said.

People like Paula Senn, who was an original member to the Fitness Park back in '86. "When I first started there was no sheetrock on the walls," said Senn, who was 60 pounds overweight when she started, and has kept the weight off more than two decades. "I'll have to say I've moved away to other places, and I can say that Jimmy has always had the cleanest machines; he's always got somebody dusting equipment. Just a first-class operation."

Judge William Towson was another one of those inaugural members who began his membership needing to lose a few pounds; a fact Bedingfield brought to Towson's attention during the former Superior Court judge's health assessment. "I remember when I first came here he did the assessment on me," Towson said, "and he said 'Judge, I'd like to get your weight down to 168 (pounds). I was 180 at the time. And wouldn't you know, three or four weeks ago I went to Dr. Steve Garner's office for a visit and I weighed 168 pounds. After 27 years, I got to the weight he'd set for me. He's a great friend and an asset to the community."

Those health assessments have been one of the big innovations in Bedingfield's "Wellness" concept. Long before The Biggest Loser was highlighting people's lifestyle changes and weight loss, Fairview Fitness Park was giving new members a total body assessment including weight, flexibility and complete blood work results to determine a health plan and goals for each individual.

And halfway down a side wall of the Fitness Park sits another one of Bedingfield's innovations. The white machine, simply labeled "21" in between the long line of Nautilus equipment, was an idea of Bedingfield's that focused specifically on the rotator cuff and shoulder that is diagramed on his desk.

"I still think there is a part of it where people are trying to look better, but nowadays people are really paying attention to the physiological benefits as well," Bedingfield said. "Where people were once driven solely by looks, they're now driven by being healthy."

And that new thought process, said Fairview Park CEO Don Avery, is in no small part due to Bedingfield's efforts over the last quarter century.

"We owe Jimmy a debt of gratitude for his vision in wellness and what he brought through his leadership at Fairview Fitness Park," Avery said. "His presence will be missed, and the guidance he brought in promoting health and wellness cannot be replaced. "We wish Jimmy the best as he enters this next chapter of his life."

Bedingfield joked that he plans to occupy some of his newfound free time with things picking his guitar.

"I don't have a huge retirement," Bedingfield said smiling once again. "But I've told folks I don't need extra homes, or boats or campers. And I told my wife 'I don't require that much food, and playing your guitar is free."

But members and employees, all of which expect to see some of the now retired director since he received a lifetime membership to the facility he created, are still sad to see Bedingfield step down from his post.

"My family's excited for me," Bedingfield added. "But my son said 'Dad, it's going to be different when I come and don't see you there in your office."

ABSENCE MANAGEMENT INFORMATION



Are You Going to be Off Work for 3 or More Days?

There is a new way to report your time off for illness, injury or leaves of absence

Effective May 1, 2011, Fairview Park Hospital will begin using the HCA Absence Reporting Center (ARC) administered by Unum. You will need to use the ARC whenever you will be absent from work for three or more days due to illness or injury or when you need to take a leave of absence for any reason.

ARC supports a healthy work environment by ensuring all employee FMLA rights are protected and applied fairly and consistently. The program will also help Fairview Park Hospital streamline the process related to employee absences so we focus more of our time and resources on providing outstanding patient care.

What to Do When You Need Time Off?

- Notify your supervisor and follow the established department procedures to report any absence.
- If you will be away from work for three or more days for any illness or injury OR if you need to take a leave of absence, you **must also** call the *HCA Absence Reporting Center (ARC)* at **1-877-352-8661**.
- Follow the instructions provided by the ARC representative to report absences, apply for a leave of absence, receive eligible pay and benefits during your absence and return to work.



**Pediatric Unit
Grand Opening
March 10, 2011**

CHAPLAIN COMMENTARY

Dead Man Walking! It's a phrase that I personally don't want to hear on this earth. This is customarily what the lead guard shouts out to other inmates as a death row inmate is led to his death.

On the other hand, as a Christian, that is a good phrase to hear. I've learned some things about what happens when we become a Christian. I've recently been preaching through the book of Romans. Romans 6:8 says ***"We died with Christ so we believe that we will also live with him."*** Are we actually dead? No, not in the sense that you and I know physical death, but we are dead to sin. It no longer has power over us because of our identification with Christ. We are dead to sin and alive to Christ, meaning that we have died to the old nature and become alive to the new nature that Christ places within us. I have come to love the Scripture that says "I am crucified with Christ, nevertheless I live. Yet not I, but Christ lives in me. And the life that I now live in the flesh, I live by faith in the Son of God who loved me and gave Himself for me!" Galatians 2:20



As you seek to live the Christian life, there are three things that I hope you will remember:

- 1) ***The first act of living the Christian life is to die to your past.***
- 2) ***The next step is being raised to new life!***
- 3) ***Many Christians don't find the power of the resurrection in their life because they have never died.***

May the power of the risen Christ live in You!

Al Haywood

Al Haywood is the pastor of Cadwell Baptist Church and the owner/operator of Pathway Christian Counseling. He has been happily married to Beneta (RN in L& D) for 22 years. They are the proud parents of Ben, who is 21 and a junior at Truett-McConnell College, Sam, who is 18 and a graduating senior at WLHS and Allison, who is 16 and a rising sophomore at WLHS. Al received his PhD from Pillsbury College and Seminary in Integrated Marriage and Family Therapy and is NCCA board certified in Crisis and Abuse Therapy and Integrated Marriage and Family Therapy. He also earned his MBA from Georgia College and State University and his BA in Christianity from Mercer University.



Jay Bailey was recently named Honorary Leprechaun for the 2011 St. Patrick's Festival. A surprise nomination and award, Jay was recognized for his dedicated work with the Leprechaun Road Race.

Congratulations Jay!

April Birthdays

- 1 - Ron Graham, Brian Kirby
- 2 - Robbie Rouse, Donna Wilkinson
- 3 - Richard Taylor
- 4 - Pam Kight
- 6 - Gail Barfield, Benjamin Peacock, Cassie Smith, Natasha Richards, Flay Brazeal, Juliet Jackson
- 7 - Georgia Hanson, Jim Johnson, Helen Memory, Tonya Ochoa, Daniel Spitzmiller, Sharon Wright
- 8 - Lois Mitchell, Teresa Sheppard, Danny Smith, Donita Hopkins
- 9 - Dana Blue
- 10 - Debbie Lauber
- 11 - Heather Finch, Loretta Lewis, Maria Williams
- 12 - Penny Wilkes
- 13 - Laura Roberts, Casey Smith, Michelle Whitehead
- 14 - Cara Taylor, Shyron Jones
- 15 - Teresa Warren
- 16 - Charlyn Brantley, Dianna Floyd, Noleen Olckers, Kay Purvis
- 17 - Amber Holton
- 18 - Kimberly Smith, Pam Woodard
- 19 - Shirley Carr, Teresa White, Lindsey Wright
- 20 - Pamela Brantley
- 22 - Abtria O'Neal
- 23 - Windy Braswell
- 24 - Leigh Bjorling, Heather Dorman
- 25 - Meredith Sherbondy, Debi Sizemore, Tracie Thacker, Brandy Vann, Dora Williams
- 26 - Sherry Robbins
- 27 - Laurie Collins
- 28 - Dale Flury, Desha Jones
- 29 - Austin Edwards, Brittany Rozar, Connie Whittington

Dates to Remember

April

- 4-8: Patient Access Week
- 6 - Employee Birthday Party
- 21 - Chattin' with the Chief
- 24 - Easter
- 24-30: National Medical Laboratory Professionals Week

Employee Milestones

Congratulations to:

- Chris Kersey on his promotion to Director of Radiology.

Welcome to:

- Nicholas Hunt, new Director of Environmental Services.

Our Condolences to:

- Matt Henney in the loss of his step-mother.
- RuthEllen McCook in the loss of her husband.
- Erin Sumner in the loss of her grandfather.
- Ed Moore in the loss of his mother, Mrs. Bell Evans. Mrs. Evans was also the grandmother of Robyn Davis & Sandra Collins.
- Carol Page in the loss of her father.