

Monday, February 8

"Life is not a solo act. It's a huge collaboration, and we all need to assemble around us the people who care about us and support us in times of strife." -Tim Gunn, fashion consultant



Topic of the Day: New Brand Launch

Did you see our ad that ran during the Super Bowl? Take a look at this special message from Novant Health UVA Health System CEO Melissa Robson about this important promotion:

"I'm excited to share another milestone for Novant Health UVA Health System. Although our communities know that Novant Health and UVA Health System have partnered to form a new regional health system, we are excited to share our story with them in a new and powerful way. This weekend an advertising campaign for the Novant Health UVA Health System launched with a television spot featuring our very own team members. If you missed the live airing, we invite you to view it online at this link: <https://vimeo.com/novanthealth/review/154201368/8996f25a55>

The ad was filmed at locations across our new regional footprint, including Novant Health Haymarket Medical Center and University of Virginia Health System in Charlottesville, Virginia. Thank you to all of our team members featured for dedicating time away from their typical job duties, as well as the marketing and communications teams at Novant Health, UVA Culpeper Hospital and UVA Health System for their leadership and expertise.

The decision to debut our television ad on Super Bowl Sunday is no mistake. As you know, the Super Bowl is one of the best-watched TV events of the year. By airing our new TV ads locally and regionally in Northern and Central Virginia, as we do in our other markets, we are inviting our community members to choose Novant Health UVA Health System for their care. It's also important to note that we do not pay national TV advertising rates for these spots.

I am so proud of our new health system and hope you will feel that same pride when you hear or see our ads in the future, whether on TV, the radio, online or in the newspaper. And whether you were cheering for the Panthers or the Broncos, I'd like to thank you for being a part of the Novant Health UVA Health System team!"

You will start seeing the use of our new logo. However, we ask that you continue to use UVA Culpeper Hospital logo and name for now. While we are officially part of Novant Health UVA Health System, we will continue to use our UVA Culpeper Hospital logo until some of the state and federal regulatory paperwork has been finalized. We anticipate this will happen in May.

Did You Know?

As of Monday, Feb. 1, the Culpeper Wellness Foundation has a new home: 311 South East Street, Suite 100, Culpeper, VA 22701.

Closing

Are there any goals you need to prioritize as a team today? What's something positive that a team member has done for you in the past week?

We are all a team. If you see anything that concerns you, you are expected to speak up. UVA Culpeper Hospital. Proud to be a part of our community. Proud to be a part of UVA.

Tuesday, February 9

"Don't find fault, find a remedy." -Henry Ford, American industrialist



Topic of the Day: Nursing Uniforms

Our nurses voted and the results are in — navy uniforms win! Starting May 1, nurses will wear navy scrubs, which can be paired with a white top, jacket or any combination. The transition to navy will begin right away, but for those who need to purchase new items, the hospital will host two uniform sales over the next few months. Scrubs in navy and white — and additional colors for those nurses not required to wear a designated color — will be available. Plus! A selection of shoes, lab coats and accessories will be on hand.

The first sale will take place in the **Board Room** on **Thursday, March 3** from **4-7 p.m.** and **Friday, March 4** from **7 a.m.-4 p.m.**

The second sale will be held in the same location on **Thursday, May 5** from **4-7 p.m.** and **Friday, May 6** from **7 a.m.-4 p.m.**

If you have questions about the uniform change, please speak to your clinical manager or **Mindi Bowers, RN**, Administrative Director, Outpatient and Surgical Services (**x4197**).

Did You Know?

Thank you to everyone who submitted photos from snowstorm Jonas. We've put them together in a slideshow you can view online at the [Engage](#) website.

Closing

What will you accomplish at work today that will leave you smiling? Is there a colleague who sets the bar for finding ways to improve work effectiveness?

We are all a team. If you see anything that concerns you, you are expected to speak up. UVA Culpeper Hospital. Proud to be a part of our community. Proud to be a part of UVA.

Wednesday, February 10

"The speed of the leader is the speed of the gang." -Mary Kay Ash, businesswoman

Topic of the Day: Humanitarian Fund

Each of us has experienced unexpected hardships in our lives. Through the Humanitarian Fund, UVA Culpeper Hospital is able to lend a hand in times of need and relieve some of the financial burden that so often accompanies a personal crisis. Please review the eligibility and application requirements below to determine if this might be an option for you.

- The Humanitarian Fund is intended for those employees who have extreme emergent financial needs.
- Employees eligible for assistance from the Fund shall have experienced a personal emergency, disaster or hardship that has left them unable to afford basic necessities.
- The employee must have been employed at least six months to be eligible.
- A committee of designated employees considers each anonymous request.
- Each application is reviewed based upon the severity and extent of financial need.
- All applications are reviewed in a consistent and non-discriminating manner.



- Applications must include copies of the bills for which the help is requested and explanation of need. Telephone, cell phone, credit card bills, medical bills and car payments will NOT be considered.
- The committee may request additional information to determine the need.
- PDO balances will be considered prior to approval of Humanitarian Funds.
- Repeated requests for assistance will not be considered favorably unless the application warrants special consideration.
- Payment will be made directly to a third party.
- Funds are limited to \$500 per application.

To learn more about the Humanitarian Fund, review the policy in Policy Manager using key word "Humanitarian." Confidential requests or applications can be submitted to **Karen Windland** in Human Resources.

Did You Know?

This is the last week to enter the Chili Cook-Off! Be sure to submit your recipe to your unit champion by **Friday, Feb. 12** and mark your calendar for the National Chili Day cook-off and tasting on **Thursday, Feb. 25**, from **11 a.m.-2 p.m.** and **9-10 p.m.** in the cafeteria.

Closing

Are there any organizational changes that are affecting how you do your job?

Is there someone at work who inspires you to do your job better?

We are all a team. If you see anything that concerns you, you are expected to speak up. UVA Culpeper Hospital. Proud to be a part of our community. Proud to be a part of UVA.

Thursday, February 11

"In the end, it's not the years in your life that count. It's the life in your years." -Abraham Lincoln, U.S. President



Topic of the Day: Pulse Survey

Last spring, we conducted an Employee Engagement survey and had a tremendous score of 78 percentile. While this is fantastic, we recognize that there is still work to be done to ensure we remain an employer of

choice. To identify specific opportunities for improvement, each team created an action plan outlining key areas to work on and how to make improvements in their areas.

On **February 15-22**, we will be conducting a follow-up Pulse Survey to gauge our progress. We ask each of you to take the time to participate in this survey. We want you to be happy at your job and feel good about the care we deliver. To ensure we are doing all we can to meet that goal, we need to hear from you!

While the questions will be different from the original Gallup survey, the key themes will remain the same. Some of these Keys to Engagement include:

- Q1. I know what is expected of me at work.
- Q2: I have the materials and equipment I need to do my work right
- Q3. At work, I have the opportunity to do what I do best every day.
- Q4. In the last seven days, I have received recognition or praise for doing good work.
- Q5. My supervisor, or someone at work, seems to care about me as a person.
- Q6. There is someone at work who encourages my development

Take the Pulse Survey today at www.surveymonkey.com/r/LSFLPXN.

Did You Know?

Here are a couple of reminders for tomorrow:

- Be sure to stop by one of the five Town Hall Meeting sessions starting at **8 a.m.** in the **Board Room** to get the latest updates on Novant Health UVA Health System, nursing, employee engagement, service lines and more.
- Plus! Tomorrow is Fit Friday, so don't forget to grab a heart-healthy meal in the cafeteria. On the menu: Almond-Encrusted Salmon.

Closing

Do you need feedback from your team about an idea or initiative?

Who on your team has shown a level of interest and concern regarding your success?

We are all a team. If you see anything that concerns you, you are expected to speak up. UVA Culpeper Hospital. Proud to be a part of our community. Proud to be a part of UVA.

Friday, February 12

"There is little success where there is little laughter." -Andrew Carnegie, industrialist



Topic of the Day: Town Hall Meeting

At today's Town Hall Meeting, the Leadership Committee will discuss Novant Health UVA Health System, and will provide updates on the medical staff, nursing staff, employee engagement and more. Join us at one of the following times in the Board Room:

- 8-9 a.m.
- 9:30-10:30 a.m.
- 11 a.m.-Noon
- 12:30-1:30 p.m.
- 2-3 p.m.

Did You Know?

There will be a scheduled power outage tomorrow, **Saturday, Feb. 13** from **5:30-7:30 a.m.** The areas affected include: Emergency Department, OR Surgical Suite, Medical Oncology, Radiation Oncology, Medical Imaging, Lab, Medical Outpatient, Blue Ridge Cardiovascular, Admitting, ICU and Pharmacy. Normal power will be off during this timeframe, however emergency power will be on generator. If you have questions or concerns, please contact **Jeremiah Dove** at **540.423.2053**.

Closing

Is there an issue you'd like to raise for group discussion today?

Is there a staffer whose positive attitude has cheered you up?

We are all a team. If you see anything that concerns you, you are expected to speak up. UVA Culpeper Hospital. Proud to be a part of our community. Proud to be a part of UVA.

Saturday and Sunday staff, please review this week's Huddles for the latest information.