NEW PROCESS FOR PERFORMANCE EVALUATIONS BEGINS MAY 29

Mercy colleagues are at the center of a new approach for annual performance evaluations, designed specifically to focus on supporting each colleague’s professional and personal development. The first step in this new process begins with a self-evaluation.

Beginning Tuesday, May 29, all Mercy colleagues will receive an email containing instructions for completing a self-evaluation in Workday, Mercy’s online human resources platform. This new method replaces the paper method used in previous years. All self-evaluations must be completed by no later than Friday, June 29.

Your self-evaluation is a good time to assess and reflect on your own performance in fiscal year 2018 (July 1, 2017 to June 30, 2018), highlight your successes and identify development opportunities for the upcoming year. While completing the online self-evaluation form, colleagues are encouraged to take notes and write down questions that can be reviewed during a one-on-one performance conversation with your direct supervisor or manager, which will take place later this summer.

To help you prepare for this new process, you can find job aids and other resources in the Growth/Performance Management section of Inside CHI. There is also a great two-minute video available for you to watch that will explain more about the performance evaluation changes. You can get a link to the video sent directly to your mobile phone by texting CHI574 to 61759.

Please see your supervisor or manager with questions regarding the new self-evaluation process.

REVAMPED OPTIFAST PROGRAM OFFERS NEW OPTIONS FOR PATIENTS

Optifast®

The serious solution for weight loss™

Mercy Weight Loss & Nutrition Center offers several options for those trying to find the right path to a healthier weight and lifestyle. One of those programs is the medically-managed meal replacement program Optifast®, which recently was updated to improve the options available to patients.

Optifast now offers a minimum eight-week program – with the option to purchase additional packages in four-week increments. Each plan includes a low-calorie diet period using Optifast meal replacement products and a time of transitioning off of product and back to regular food. Education is also a key component of the program, involving a comprehensive team which includes providers, RNs, CMAs, registered dietitian nutritionists and a behaviorist.

At the initial appointment, the team of nurses, dietitians and providers create an individualized plan for each patient according to the goal. Each week, patients meet with the clinical staff and attend an hour education class which focuses on behavior, activity and learning about nutrition. If you are interested in learning more, please call (515) 358-9400 to schedule an intake appointment.
MAKE A DIFFERENCE — STOP THE BLEED

When a traumatic injury happens — minutes matter. Like knowing CPR in the event of a heart attack, being trained to control major bleeding until medical help arrives can save lives and it’s a skill everyone can learn.

A series of mass shootings, including one at Sandy Hook Elementary School, led government and health leaders to develop the national Stop the Bleed program. Through education, bystanders are empowered to begin lifesaving care using techniques developed by the American College of Surgeons.

“Stop the Bleed course was developed for the lay person who has no previous medical training,” says Mercy Trauma Services Injury Prevention and Outreach Coordinator Beth Berg. “In as little as five-minutes, blood loss can become life-threatening. If there is a mass casualty incident, industrial accident or motor vehicle crash, the person closest to the scene can make a difference.”

Since March, Stop the Bleed training has been offered monthly at Mercy. A series of Stop The Bleed sessions have been held, in partnership with Mercy employees and family members, including children who are at least 13 years-old. During the training, attendees learn the important steps of: ensuring their safety, alerting EMS by calling 9-1-1, identifying life-threatening bleeding, covering or packing a wound, and applying direct pressure or a tourniquet.

Care can be provided using special Stop the Bleed kits. Mercy has purchased six kits for use on central and Mercy West Lakes campuses, with plans to add more. Berg shared the kits are a useful tool, but the most important part of the process is people.

“We are willing to train anyone willing to learn,” says Berg. “Besides training our colleagues, we are also working with the Des Moines medical community to train members of our community. Recently we helped train staff at Valley High School. If an education session is open to the public, we encourage people to attend a course. It’s an important skill to know and an opportunity to help your colleagues or community. The ultimate goal is to train lay people to feel comfortable and competent to help someone with life-threatening bleeding should the need arise.”

Mercy is offering classes today, May 25, from noon – 1 p.m. in East Tower Conference Room 2, and Tuesday, May 29, from noon – 1 p.m. in East Tower Conference Room 1. Additional classes will be offered in June, so be sure to check Mercy News Briefs for dates and times.

For more information on the statewide initiative visit https://idph.iowa.gov/bets/stop-the-bleed.

WHAT’S UP?

WELCOME NEW PROVIDERS!

CONGRATULATIONS TO...

• Lydia Wacker, Physical Medicine and Rehabilitation, and Jason, on the birth of their son, Hudson Charles. Hudson was born on May 10, and was welcomed home by Emerleigh, 2.

• Caitlin Sprecher, endoscopy, and Jeremy, on the birth of their son, Olen. Olen was born on May 18.

CONTACT US

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If you are interested in submitting information to be printed in the Bulletin, send it to PR and Marketing or call 515-247-3050.

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