

CELEBRATING YOU

SOCIAL WORK MONTH

Volume 11, Issue 3

March 2015



Thank you, Connie, for all your work in coordinating discharge placements.

REGISTERED DIETITIAN DAY MARCH 11



HRC appreciates the work of Lisa, Registered Dietitian ensuring our meals are nutritious and meet the guidelines.

DOCTOR'S DAY—MARCH 30



Dr. Buchta and Dr. Zoucha are the leaders of the clinical team. Thanks for all you do!

SUPPLY MANAGEMENT MONTH



Terry and Sandra keep our supplies stocked and readily available. Thanks for all you do.

HEALTH INFORMATION MANAGEMENT WEEK March 15—21



Thanks to Pam and Ruth our medical information is always up to date and secure.

March is

Nutrition Month

Red Cross Month

Bell Peppers and

Broccoli Month

Berries and Cherries
Month

Social Work Month

Employee Spirit Month

Adams County
Weather Awareness
Week 3/23 — 3/27

Health Information
Professionals Week
3/15—3/21

3/17 St. Patrick's Day
3/20 Day of Happiness
& Earth Day & First day
of Spring

3/22 Goof Off Day

3/26 Purple Day

(support epilepsy
around the world)

3/30 Doctor's Day

3/31 Tater Day



MARCH MADNESS BY MARJ COLBURN

I was told that March is supposed to come in like a lion, and go out like a lamb. The weekend of March first we were expecting all sorts of snow that didn't develop. Makes me wonder what we will be seeing the 31st of this month.

Campus activity has been quiet this month.

The architects sent out their final plans for a final review before the bidding process. Some sharp-eyed staff noted a few things that weren't exactly what we needed or wanted, so changes were made. There was a concern about "who is paying for the wiring". That took some finagling between the architects, DAS and us, but as for right now it's covered. The architects did not meet with contractors on our campus February 25th as scheduled because of the changes. They still plan to do that, but there is no set date at this time.

State Patrol has been on campus quite a bit in the past month, using the vacant buildings for training. They are appreciative of the opportunity to have the space to train. I always get my digs in about "very

welcome to run your drug dogs on the campus", and "feel free to come out any time and drive through the property." Some of the troopers confirm that they do that when they aren't involved in other activities.

Congrats to the 2nd floor team who won the food drive contest. Man, talk about competitive! They not only wanted to win, but wanted to blow away the rest of us! They will be strutting their stuff with an extra jean day, as soon as they can all agree on when that will be!

In February we tried to organize a Good Catch Award for the Youth related to Leadership. It didn't fare well. There was a lot going on with the youth last month, and we ended up with one nomination for a youth who was discharged from the program prior to the end of the month. I was disappointed that it didn't turn out better, but we will hang onto the thought for next year, and we can try it again with a different group of youth.

Every month the News & Views group goes through the special monthly recognitions and special

days to see what we can do to recognize those days or month events. March is identified as "Employee Spirit Month". I know that the past month or so has been very challenging in working with youth behaviors and attitudes. I also recognize that we have hit that magic mark of being full again. I've seen supervisors put in long hours to keep a lid on some situations. It is probably a good time to take a minute, sit back, and look at your "spirit". Are you doing OK with everything going on? Are you feeling the wear and tear of stressful days? It might be a good opportunity to visit with your supervisor about how you are feeling, and how things are going. We are going to continue to work with the population we have, and these will be the same type of youth admitted in the future. And our plan is to stay at capacity. Take a breather, share with others how things are going, and take care of yourself. If you have suggestions for improvements in what we are doing or how, let someone know your thoughts. Staff are the most important asset we have, so it is important to be sure all is well.

YOU'RE A WINNER

- Thanks to Pam and Ruth for helping LRC with transcription. *Marj*
- Thanks to Peg who has provided help with timekeeping during the recruitment of a new Office Clerk. *Corinne*
- Keeping the Switchboard covered during lunch breaks and time off has been possible thanks to the help of Cheri, Pam and Peg. Your willingness to help cover is greatly appreciated. *Corinne*
- Ruth J. for helping me with transcription along with all the work that is required for our admissions and correspondence. You are a great help and great example of a dedicated, awesome co-worker. *Pam*
- Carol V. for recording the refrigerator temperatures during my time off or forgetfulness. *Corinne*

CHANGES IN HUMAN RESOURCES BY RANDY COIL

As you may already know, Human Resources has made some changes to the how we provide support to DHHS. Currently, DHHS has six divisions. The divisions are Children & Family Services, Behavioral Health, Developmental Disabilities, Medicaid & Long Term Care, Public Health, and Veterans' Homes. The Lincoln Regional Center, Norfolk Regional Center, and Hastings Regional Center are under the Behavioral Health division.

Randy Coil has been assigned the Human Resource function at the Hastings Regional Center. Randy receives supervision from Lisa Holz, Human Resource Manager I, at the Lincoln Regional Center. LaDene Madson, Wanda Yoachim and Carolyn Brown will continue to have offices at HRC. However, they will be supporting areas outside of HRC/Behavioral Health.

So, if you have any Human Re-

source related questions at HRC, please direct those to Randy. Randy's office is located on the Ground Floor, and his hours are Monday-Friday, 8:00 a.m. to 4:30 p.m. He can be reached at extension 3247 or by cell phone at 402-469-2841.

SEVERE WEATHER AWARENESS BY JEAN LUTHER

Monday, March 25th, through Friday, March 29th, has been designated as Severe Weather Awareness Week for the State of Nebraska. As long as no severe weather is occurring or expected, the statewide tornado drill will be conducted by the National Weather Service on Wednesday, March 27th, between 10 and 11 a.m.

The purpose of the drill is to ensure that Nebraskans can adequately receive a tornado watch and warning, and to practice any actions which would be taken to protect your life in the event of a real tornado. The test will be sent through all communication channels which are normally used for severe weather dissemination.

We have drills every spring in preparation for the upcoming tornado season. It may seem like it's still winter, but tornadoes can start any time of year, and it seems this planet is having lots of weird and destructive weather related events.

The question that arises most often is how will staff know about warnings, and when it has ended since there is not always a switchboard operator to announce the information to staff.

We do have several desktop weather alert radios, but staff are not usually in the vicinity to hear the warnings announced. There are two hand held weather radios that the Youth Security Supervisors can carry

when the weather looks ominous or a weather watch has been announced. The cell phones carried by the Youth Security Supervisors are programmed to receive any weather alerts.

A weather alert radio is stored in a locked box on the wall in the center of the ground corridor near the water storage, and the fire zone panel. The box requires a 620 cupboard key, and should be accessible by all unit staff. There is an electrical outlet close to the locked box to accommodate the AC adapter for the radio. This radio will inform staff when the warning has expired.

THE CANNED FOOD CHALLENGE WINNER IS?

The Canned Food Challenge held in February was a success! In all, we collected 251 pounds of food! The 2nd Floor staff were declared the

winners with 117.2 pounds collected. As a prize, they chose to wear jeans on Thursday, March 19th.

The *News & Views* Editorial Board

thanks everyone for their massive support to the local food pantry.

THE NEW AND IMPROVED HOROSCOPE BY JOE TYE, CEO, VALUES COACH

Every day millions of people look to the newspaper for their horoscope. A horoscope is "a forecast of a person's future, typically including a delineation of character and circumstances, based on the relative positions of the stars and planets at the time of that person's birth."

This "forecast of their future" was written by a total stranger - possibly a junior assistant editor in some newspaper office cubicle whose pen name is Swami Astral Projection, but whose real name is Ronnie. Why would anyone trust "Ronnie" to tell them what their day is going to be like?

I don't wait for Ronnie to tell me what my day will be like - or what my character is and circumstances will be or what the alignment of stars and planets might bring me. I go to a different source - a new and improved horoscope. Here's my horoscope for today, Monday, February 23:

A breakthrough concept emerges that will help you solve the challenge you've been struggling with.

An unexpected change in plans gives you a perfect opportunity to focus on your most important project. A great new opportunity will come to you from out of the blue, but it will be well-disguised - so pay attention and stay focused. It's a great day to make a difference, make a friend, and make a decision. Call someone you don't know, hug someone you love, and go to the gym.

"Ronnie" did not write this for me. I wrote it for myself. I do this every day. I call it my Youroscope.

A Youroscope is not a to-do list. It is a picture of your ideal day, including factors beyond your control - like the "fact" that a great new opportunity will come to me "from out of the blue" (those words often appear in my Youroscope and it's surprising - astonishing, really - how often it happens).

The power of the Youroscope rests upon the difference between wishful thinking and positive thinking. Wishful thinking is hoping for something and waiting for someone else

to make it happen. Positive thinking is expecting something, and working to make it happen.

Positive thinking is creating Memories of the Future. When you get into the habit of writing your own Youroscope, two good things happen. First, describing your ideal day in writing creates positive expectation, and personal motivation to do the work needed to make it happen.

Second, the words "from out of the blue" will help you start paying better attention to what's going on around you, and taking greater interest in the people you meet because it just might contain the seeds of that "out of the blue" happening you've predicted.

Now, before you write this off as being a silly game, I challenge you to try it yourself. For the next several weeks, devote a few minutes each evening to writing your Youroscope for the next day. Let me know what you observe.

EMPLOYEE IN THE SPOTLIGHT BY GRANT JOHNSON



Well here we are again with our spotlight employee for this

month. This month I got to sit down with our very own Case Manager, Micki Schamens. Micki has been employed at HRC for 10 years, and prior to becoming our case manager, she was a youth counselor on the dayshift for two years. Micki told me she would work on the unit and helped cover for staff until noon. When the afternoon shift came in, she got straight down to office work in her office for the rest of the



day. Before Micki came to HRC she worked for Child Protective Services downtown for 12 years. I asked Micki to describe a typical day for her at HRC, and she explained that she has three groups of Corrective Thinking four days a week. On Wednesday,

she has treatment team meetings all day. In between that, she is working on pass sheets for the youth's therapeutic home visits, and family therapy sessions at home. She is also in charge of notifying

probation officers if the youth are going to be leaving HRC to go home for visits or family therapy. Micki is in charge of keeping the youth's contact lists up to date, and making sure the contacts are approved by the guardians and probation officers. So needless to say, Micki keeps pretty busy during the week!

I then asked Micki to describe one task she completes that people may not know about. She replied that she fills out Medicaid applications, is the BAM coordinator, monitors mail for the youth, keeps lists on Medicaid applications, and out of county

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LEADERSHIP AS A SERVICE *RATHER* THAN A DESTINATION BY RON CULBERSON, MSW, CSP

What do you think of when you hear the word "Service"? Do you think of service organizations like Rotary International? Do you think about the start of a tennis point? Or do you think of what always seems to be missing at Denny's?

When you hear service applied to leadership, as in "servant leadership" you might associate it with a unique style of leadership primarily found in small non-profit organizations that fly under the radar and are not usually that financially successful. But shouldn't all leadership be focused on service?

Being a servant is somehow viewed as less prestigious than a "CEO" or "Director of Everything" and is often perceived as a leadership style that is not strong enough to run a "real" company. Some leaders, I dare say, even feel that their employees should serve them. In fact Kings, Queens, and even some religious leaders in history have gone so far as to kill people for not serving them. And I'm sure this particular job risk was not even mentioned in the Medieval Employee Orientation Manual.

Today's organizational leaders do not kill employees, but with the wrong approach, they can certainly kill the spirit of teamwork and the enthusiasm for the work that's being done when they feel entitled as

leaders.

Recently, a priest in Germany was expelled by Pope Francis, pending an inquiry, because of his lavish lifestyle. It seems that Pope Francis believes that a model style of leadership is more effective than pursuing priestly prestige and material benefits. I suspect Jesus may have shared this little opinion as well.

So why don't more companies approach leadership this way?

Think about the power an organization leader has when he or she strives to serve employees. If you were one of those employees, don't you think you would work harder for that person? Wouldn't you be proud to work in an organization that supported that style of leadership? I think so.

Oh sure, we've seen some successful leaders who walk all over people, manipulate the system, and use political wrangling to move their ideas forward. This style justifies the means by the apparent outcome. But by reframing their actions through the lens of service, these leaders could achieve perhaps an even greater level of success if they build up their people, and their organizations along the way.

But what does it mean to be a servant leader? Simply put, every decision, every action, and every comment is prefaced by asking this

question: How can I help?

Here are some examples of how this question applies to real life:

"How can I help to reduce our financial deficit?"

"How can I help us serve more customers?"

"How can I help an underperforming manager to be more effective or find a more suitable position elsewhere?"

"How can I help myself to more pie in the cafeteria?" (Ok, I just threw that one in to see if you were paying attention.)

If, as a leader, you expect everyone to serve you, then you are not using your influence and position to help your employees or your organization. You are simply looking out for yourself. And haven't we all had enough of leaders who are only there to protect themselves?

Servant leadership should not be something we consider unique or only found in the non-profit world. It should be the first thing we are taught when we become a manager or supervisor. The more we seek to help, the more we will succeed, and the more we will help others succeed.

So, if you want to do leadership well through the practice of service, ask yourself, "How can I help?"

EMPLOYEE IN THE SPOTLIGHT CONTINUED BY GRANT JOHNSON

(Continued from page 4)

transportation data. Many of these things I had no idea that she did either!

I asked Micki what her most memorable moment at HRC was, and she told me it was when two youth started to fight and her adrenaline kicked in immediately. She didn't

realize that would happen until she saw it in action. She and her co-workers were able to stop the fight before it got serious. I then asked Micki to share some information about her life outside the friendly walls of HRC, and she told me she has two grown children, and a grandson who she absolutely adores, and enjoys spending a lot of time with. Finally I asked Micki to

give some advice to our new employees and she said, "Enthusiasm is a good thing, but learn from experienced coaches how to work with our boys. Don't try to change the boys overnight." Very good words indeed, Micki! So when you see Micki in groups or team meetings, be sure to thank her for all the work she does out of sight to keep HRC running smoothly!

NEW EMPLOYEES

We welcomed two new employees to HJCDP during the month of March. Virginia "Gina" Dobbs, Youth Security Specialist II will



Gina, YSS II

be working the afternoon shift.

Brenda Vap, Office Clerk III, will be providing office sup-



Brenda, Office Clerk III

port to Nutrition Services, Maintenance, Switchboard, School and other areas as needed.

Please join us in welcoming Gina and Brenda to HRC!

MARCH GOOD CATCH — SAFETY SURVIVOR BY JEAN LUTHER

Each week there will be a safety "Slogan for the Week." The slogan will be different each week, and will be placed in break rooms, copy room and by the Switchboard Office.

During the week, I will place names of all staff present on campus that day. One name will be drawn, and

if that person can state the slogan for that week, they will be awarded a prize on the spot.

There will also be a question or other activity posted each workday, Monday through Friday, which staff can answer with their NAME, DATE and ANSWER to be put into the black box by Carolyn's office.

Thank you to all staff who participate. I hope to have fun with this.



CELEBRATE TATER DAY

TUESDAY, MARCH 31ST

11:30 am to 1:00 pm in Room 007

Share your favorite potato dish whether it be a casserole, vegetable or soup! Desserts are welcome, but not necessarily potato type!

Dinnerware will be provided.

An approved casual jean day!



USE CAUTION PLEASE!



When you see this and the Housekeeper mopping the floor, walk on the opposite side of the hall that the cone is on to prevent falling!



Five Disc Sony CD Player. Can be seen in Dr. Zoucha's office. Asking \$20.

CROCKPOT CHICKEN & NOODLES FROM CORINNE'S KITCHEN

- 4 boneless skinless chicken breasts
- 2 (10 1/2 oz) cans cream of chicken soup
- 2 (14 1/2 oz) cans chicken broth
- 1/2 cup butter
- 24 oz. frozen egg noodles

Place everything but the noodles in a crock pot (cut the chicken up if you like, but not too small). Cook on low 5 to 6 hours. Remove the chicken and shred. Return chicken to pot and add egg noodles. Cook 2 more hours. Can add pepper for a little kick.

HRC EDITORIAL BOARD

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

**The Editorial Board
welcomes Randy Coil as a
new member!**

CORN CHOWDER *from the Kitchen of Brooke Wright*

8 slices of bacon, diced
3 Tbsp. minced onion
2 1/2 cups diced potatoes
1/2 cup finely chopped celery
1/2 cup finely chopped carrot
1 cup boiling water
1 1/2 tsp. of salt
1/4 tsp. of ground black pepper
1–15 oz. can of cream style corn
1 can of sweet corn
1 pint of heavy whipping cream

Fry diced bacon until it begins to brown and then add onion and sauté until onion is tender. Add potatoes, celery, carrots, and boiling water. Cover and cook for 10 minutes or until all veggies are tender. Stir occasionally. Add salt, pepper, corn and heavy whipping cream. Bring just to boil.

As the veggies are cooking, you may need to add water to keep them covered. You can also add water after adding the cream because it can be really thick. Salt and pepper to taste.

MY PLATE BY DREW SCOTT

Most of you have probably noticed the poster of the plate with the menu written on it in the cafeteria. What you may not know is that the USDA no longer uses the Food Pyramid, but now uses My Plate. (note cafeteria poster and clip art at right). It divides the food groups into sections of a plate. Each section comes with a recommendation of amounts by desired calorie intake, from there it breaks down by age group and activity level.



An active male ages 26 to 30 only needs about 3,000 calories a day to maintain a healthy weight level. According to that number the majority of us over eat...a lot. A moderately active female ages 46 to 50 is only recommended 2,000 calories a

day! Moderate activity is defined as a lifestyle that includes physical activity equivalent to walking about 1.5 to 3 miles per day at 3 to 4 miles per hour, in addition to activity associated with day-to-day life. So the majority of coaches at HJCDP meet that criteria.

Here is an example of 2000 calories a day: 2 cups of fruit, 2.5 cups of veggies, 6 oz. of grains, only 5.5 oz. of lean meat (beef or chicken, chicken being healthier choice) & beans, and 3 cups of milk. Remember that is PER DAY. Some of you might say, "Dang that doesn't sound like much" or "I will go hungry on that". Well that just goes to show in the land of plenty we call America, over-eating is an issue. I have begun following this very strictly. The first week I did feel hungry often, but the second week

I was beginning to get used to it. Utilizing your fruit servings as a snack between meals helps lessen hunger and keep the metabolism going. Now it has become normal for me. I don't feel hungry as often. Since starting this LIFESTYLE change I lost 10 lbs. in about three weeks, and now have maintained steady for about a month.

As I am the fitness and nutrition NCO for my National Guard unit, I have plenty more information on this, and if you have any questions or want suggestions feel free to ask. I will try and write something else on health and exercise in upcoming issues.

Editor's Note: Drew voluntarily submitted this informative article. On behalf of the Editorial Board, we appreciate his interest in helping all employees to eat healthy. We look forward to learning more in future articles.

Thank you, Drew!