



MARCH 2024

CAREER RESILIENCY & GROWTH

Position Yourself to Make the Most of Career Opportunities

CAREER PATH



A PATH THAT GOES UP AND IN ONE DIRECTION

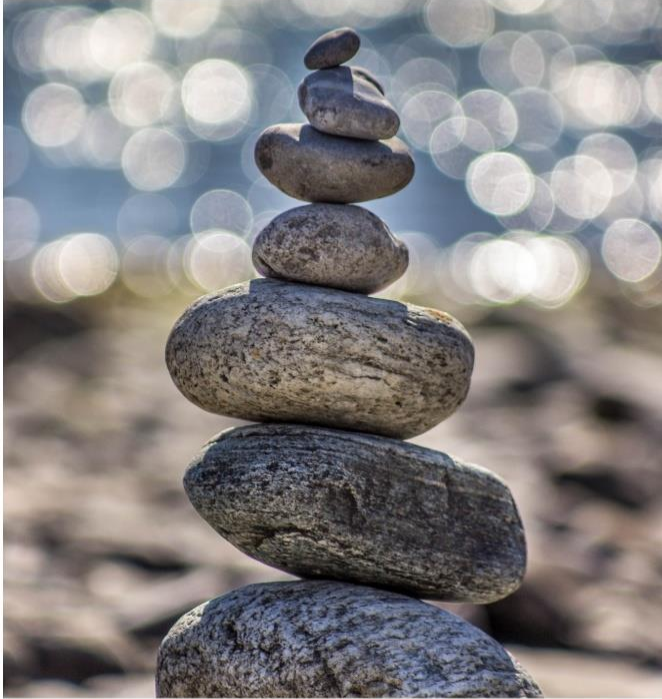
CAREER PATH CAN BE MORE OF A JOURNEY

Career progression can be lateral

Or about gaining more skills & experience in same role



LEARNING OBJECTIVES



- 1 | LEARN WHAT YOU NEED TO DO TO CREATE RESILIENCY FOR YOUR CAREER PATH WHETHER YOU'RE AN EXECUTIVE, A MANAGER OR AN INDIVIDUAL CONTRIBUTOR.
- 2 | LEARN HOW YOU CAN PLAN FOR SUCCESS IN A NEW ROLE.
- 3 | LEARN ABOUT HFMA MEMBERSHIP TOOLS FOR CAREER DEVELOPMENT.



**“ I AM NOT A PRODUCT OF
MY CIRCUMSTANCES. I
AM A PRODUCT OF MY
DECISIONS.”**

STEPHEN COVEY

EACH PERSON'S CAREER IS ABOUT THEIR JOURNEY AND YOU GET TO CHOOSE - BE INTENTIONAL

GET IN THE RIGHT MINDSET TO BE PROACTIVE

- **CAREER CHANGE IS THE NORM**
 - be thinking about this rather than wait for a manager to bring it up
- **IT IS OKAY TO INVEST IN YOURSELF**
 - find ways to develop your skillset
- **EQUIP YOURSELF SO YOU ARE NOT SURPRISED**
 - change can happen around you and affect your job
 - your manager, VP or CEO might change
 - your company might change





Build the scaffolding around you

Protect yourself

Give yourself a way to climb up

SET YOURSELF UP FOR RESILIENCY

BUILD YOUR NETWORK & PROFESSIONAL REPUTATION

IN PERSON

ON LINE



WORK ON RELATIONSHIPS BY CONNECTING IN PERSON

Create awareness of your value, contributions and potential – BE VISIBLE



SMALL TALK

Say hello to managers, directors, etc.



WORK EVENTS

Commit to talking to someone not in your usual group or department.



LUNCH/COFFEE BREAK

Schedule 1 on 1 time to get to know co-workers & build relationships

KEYS TO RELATIONSHIP BUILDING

Focus on connecting with the person. Relationships take time.

1 BE CURIOUS & INTERESTED

2 BE INTENTIONAL - 2 CONNECTIONS A MONTH....

3 FOLLOW UP AND CONNECT AGAIN. BUILD THE RELATIONSHIP.

4 FIND A MENTOR OR JUST ASK FOR ADVICE



**HOW MANY OF YOU CONSISTENTLY
WORK AT BUILDING RELATIONSHIPS AT
WORK OUTSIDE YOUR DEPARTMENT?**

Has it been rewarding?



SOCIAL MEDIA: TAKE ADVANTAGE OF THE OPPORTUNITY TO NETWORK



PROFESSIONAL IMAGE
GET NOTICED
LEARN ABOUT OTHERS



SUPPORT YOUR HOSPITAL'S POSTS
GET NOTICED
LEARN WHAT'S IMPORTANT & HAPPENING



CONNECTION
BASIS FOR CONVERSATION

Offers an opportunity to connect with people at position levels & or other institutions you might not have in person.

Optimize
Get Comfortable Using It
Consistency
Keep Updating



TIPS FOR AN IMPACTFUL PROFILE



USE A PROFESSIONAL PHOTO

A professional headshot makes you look polished.



WRITE A CLEAR HEADLINE

Summarize your current role and industry in a few concise words to catch the reader's attention.



PROVIDE DETAILED WORK EXPERIENCE

Elaborate on your responsibilities and achievements to showcase your capabilities.

AN IMPACTFUL LINKEDIN PROFILE WITH A PROFESSIONAL PHOTO, CLEAR HEADLINE, AND DETAILED WORK EXPERIENCE CONVEYS YOUR PERSONAL BRAND AND ATTRACTS OPPORTUNITIES.

GROWING YOUR NETWORK



CONNECT WITH COLLEAGUES

Reach out to coworkers in your company or industry to expand your professional network



CONNECT WITH CLASSMATES

Stay in touch with fellow students and alumni from your school to build your network



CONNECT WITH INDUSTRY LEADERS

Follow and engage with influential professionals in your field to gain exposure and learn

EXPANDING YOUR NETWORK ON LINKEDIN CAN OPEN UP NEW CAREER OPPORTUNITIES, MENTORSHIPS, AND VALUABLE CONNECTIONS.

ENGAGING WITH CONTENT



LIKE POSTS OF OTHERS

Create and publish your own content to establish expertise



COMMENT ON POSTS

Engage with others' posts by liking and commenting



SHARE ARTICLES

Post and share relevant articles and content with your network

ENGAGING WITH CONTENT POSITIONS YOU AS AN EXPERT AND EXPANDS YOUR REACH AND INFLUENCE.

SEARCH FOR OPPORTUNITIES ON LINKEDIN



SEARCH FOR NEW OPENINGS

Utilize LinkedIn's job search tools to find relevant open positions



JOIN GROUPS

Join LinkedIn groups in your industry or niche to connect with like-minded professionals who might share about jobs.



FOLLOW COMPANIES

Follow companies you are interested in to get updates on new job openings



ACQUIRE SKILLS

LinkedIn has a learning section with content on soft skill development to courses on accounting or reading financial statements, etc.

LEVERAGING LINKEDIN'S TOOLS AND NETWORK CAN HELP UNCOVER NEW CAREER OPPORTUNITIES.

**LET'S LOOK AT OTHER
WAYS TO EXPAND
YOUR SKILLSET**



ON-GOING SKILL DEVELOPMENT

Invest time and effort in yourself

Remain energized and interested in what you're doing



available at work and through professional organizations

complete your degree or add another one

ask to take on project work to test & showcase your abilities

be ready for that next promotion or job opening.

LEVERAGE YOUR HFMA MEMBERSHIP



HFMA: FIND YOUR PATH



A screenshot of the HFMA website. The top navigation bar includes the HFMA logo (healthcare financial management association) and menu items: Discover, Guidance, News & Articles, Education & Events, and Career Resources. A search icon and a user profile icon are also present. Below the navigation is a large white box with the heading 'About Us' and the text 'Solve complex issues. Grow your career.' To the right of this box is a photograph of a woman in a dark blazer pointing at a whiteboard with a flowchart, while other people look on.

CAREER RESOURCES ON THE WEBSITE

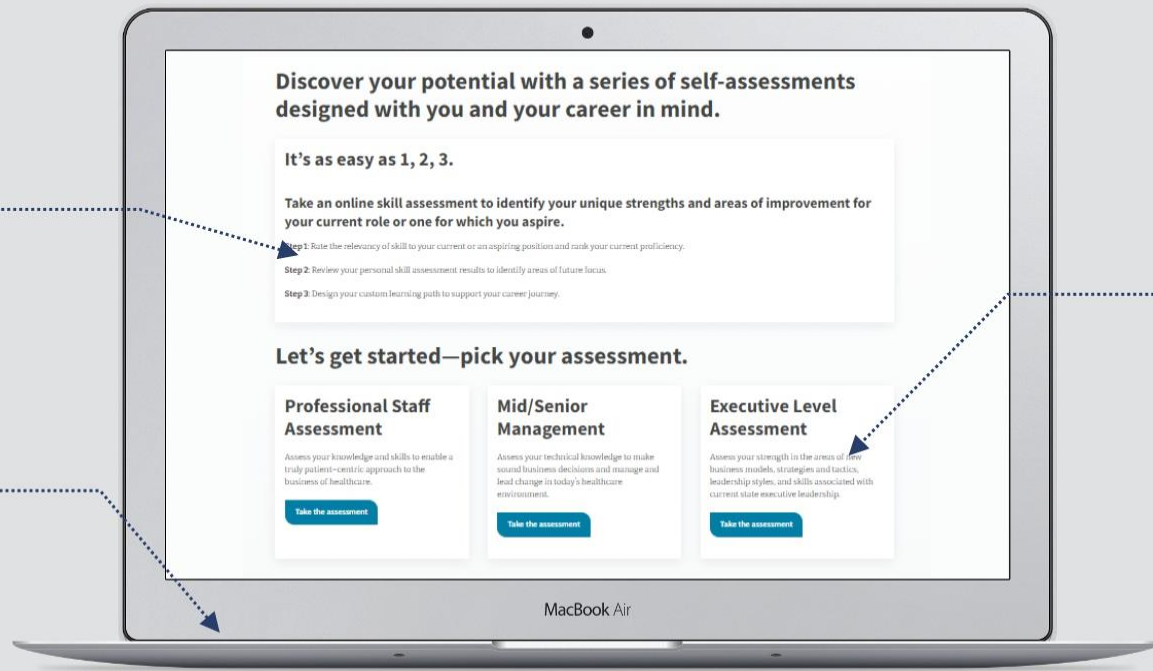


HFMA WEBSITE - CAREER RESOURCES SECTION

Career self-assessment

SELF
ASSESSMENTS

DESIGN YOUR
CUSTOM
LEARNING PATH

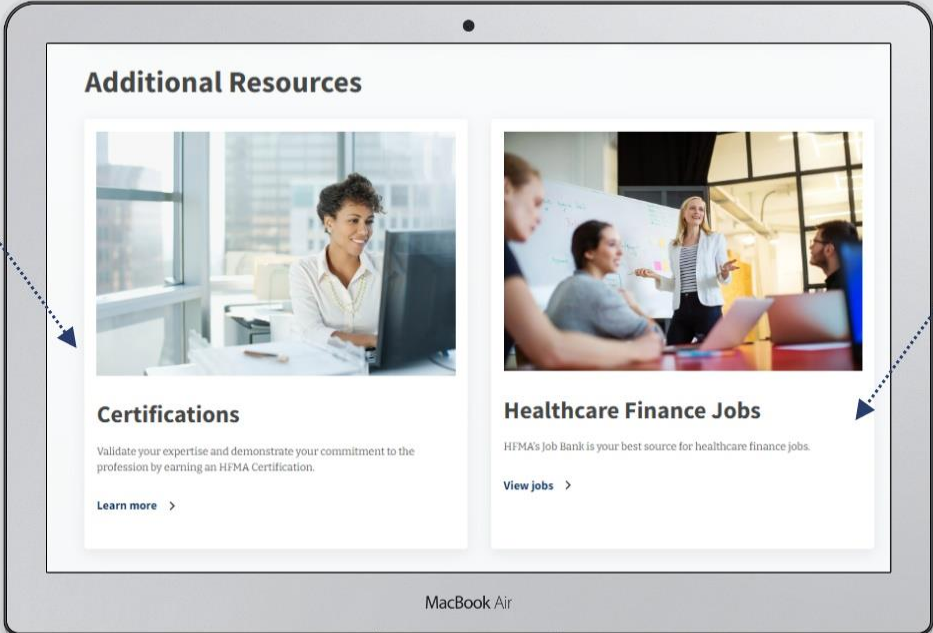


CHOOSE THE
RIGHT ONE FOR
YOU

HFMA WEBSITE - CAREER RESOURCES SECTION

Career Development and Job Resources

CERTIFICATIONS
at your own
pace



JOB
OPPORTUNITIES

CAREER PATHWAYS ON HFMA WEBSITE

- REVENUE CYCLE
- BUSINESS STRATEGY & ANALYTICS
- PAYMENT & REIMBURSEMENT
- FINANCIAL COMPLIANCE
- STRATEGIC FINANCING & ACCESS TO CAPITAL

workshops

Revenue Cycle

hfma | Educational Workshops



March 11, 18 & 25, 2024 | Virtual

Educational Workshops: Revenue Cycle

Registration now open!

LEADERSHIP



Three Key Leadership Strategies for Managing Labor and Productivity Course

This course will provide an overview of how managing labor and productivity...

courses

Certifications

New Designation: Executive of Healthcare Revenue Cycle

Why get HFMA certified?

- Establishing and maintaining a clear competitive edge is a prerequisite for today's changing economy
- Gain and demonstrate your edge by enhancing your knowledge and proving proficiency with HFMA's certification program
- Explore and choose your area of focus from the wide-range of certification options available to you.
- Increase credibility - An HFMA credential validates that you have the education needed to succeed in your field
- Position a person for advancement - Show your manager you are committed to staying up to date in your profession.
- Differentiate an earner in the job market - Maintain the proficiencies leaders in the field are seeking to meet their organizational goals



WHO HAS COMPLETED A CERTIFICATION?

How was your experience?



EMPOWER YOURSELF WITH

Salary benchmarks

HFMA Compensation Benchmarks

How does your salary compare to other healthcare financial professionals? How much do Healthcare Finance jobs pay a year? Analyze job titles and compare pay ranges to similar jobs across the healthcare finance market with HFMA's Compensation Benchmarks tool.

Compensation

Cash Compensation

Median **\$140K**



Additional Compensation

For those eligible

Bonus / performance incentive

Eligible: 57%

Median: \$11,750

Lowest: \$500

Highest: \$198,750

Stock option / equity plan

Eligible: 3%

Median for those eligible: \$11,750

Lowest: \$500

Highest: \$251,250

Deferred income

Eligible: 3%

Median: \$11,250

Lowest: \$500

Highest: \$131,250

Other

Eligible: 3%

Median for those eligible: \$1,125

Lowest: \$500

Highest: \$111,750

Demographics

Years in Current Position



Years Member of HFMA



Years of Experience in Health Care

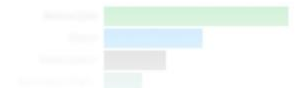


Designation

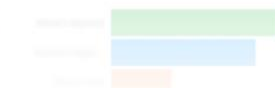


Count

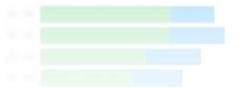
Department



Highest Level of Education



Age / Gender



Why Volunteer?

Volunteering for your professional association is a great way to enhance your career, expand your connections and have fun!

Other reasons to volunteer include:

-  **Learn and develop new skills:** Enhance leadership, communication and relationship-building skills by engaging with others.
-  **Gain valuable experience:** Volunteer experience shows employers that you are a respected, contributing member of your professional community.
-  **Expand your network:** Meet like-minded professionals and build long-term personal and professional relationships.
-  **Increase your visibility:** Participating as a volunteer exposes you to others in the industry, including hiring managers and recruiters.
-  **Strengthen your resume:** Volunteer experience always bolsters a resume and reinforces your commitment to the profession.

DISCUSSION AT YOUR TABLE

When was the last time you changed jobs?

Was it planned or unexpected?

What did you do to get yourself through that process?

What are your career aspirations?



PREPARE FOR SUCCESS WHEN STARTING A NEW JOB

- **HAVE A PLAN**
 - 30-60-90 day depending on your role
- **CHECK IN WITH YOUR MANAGER AFTER THE FIRST 30 DAYS TO ASK IF THEY CAN GIVE YOU FEEDBACK ON HOW YOU'RE DOING**
 - ask if there is anything else they you want to be doing
 - confirm you're meeting their expectations
- **ASK YOUR MANAGER WHAT DOES SUCCESS LOOK LIKE**
- **LEARN YOUR MANAGER'S COMMUNICATION STYLE**



WRAP UP

- **BE INTENTIONAL.**

Plan to invest time in your career path.

- **BE PREPARED FOR UNEXPECTED CHANGE**

Do everything you can to ready yourself for resiliency in response to unexpected change.

- **THE POTENTIAL REWARD IS GREAT**

You never know what that next possibility is so be open to it.

InlandRCM
REVENUE CYCLE MANAGEMENT

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THANK YOU

Any Questions?

PART OF THE INLAND IMAGING GROUP OF COMPANIES

FULLY U.S. BASED STAFF

PROVIDER OWNED