



News from Baptist Health Care Leadership Institute

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Baptist Health Care Recognized for Employee Development Efforts

Baptist Health Care was named one of Training Magazine's top 125 companies that best foster their employees' learning and personal development.

"We are honored to be recognized as an organization that excels in workforce training and development," said Pam Bilbrey, Baptist Health Care senior vice president and president of The Baptist Health Care Leadership Institute. "Empowering our team members with the knowledge and skills they need to serve patients and clients, as well as to grow as individuals, is essential to our culture."

Accepting the award in Orlando were Janet Day, Baptist Hospital operational and cultural development director; Mary Jane Schrock, Atmore Community Hospital clinical educator; and Scott Ginnetti, Baptist University director. The Training 125 award recognizes Baptist Health Care for its consistent effort to encourage and facilitate training and educational opportunities for employees. More than 10 years ago, the locally-owned and operated health care system established a corporate-wide leadership development initiative now known as Baptist University. The program brings leaders together quarterly for training and development.

"Through Baptist University we help employees reach their potential and improve performance," said Ginnetti. "We are constantly looking for innovative ways to help our employees grow personally and professionally."

The emphasis on continuing education extends from the philosophy that an organization's success and sustainability is contingent upon the knowledge and training of its employees—a belief supported and championed by senior leadership including Chief Operating Officer Al Stubblefield.

Since its inception Baptist University's curriculum has grown to make classes and programs available to all employees. All staff members are required to complete 60 hours of learning each year. A variety of classes are available ranging from peer interviewing to ethics. Courses to meet clinical requirements are offered as well. Baptist Health Care also offers employees partial reimbursement for college undergraduate and graduate degree programs.

The Top 125 awards were given by Training Magazine based on a multi-tiered nomination, application and interview process. More than 600 companies completed a detailed questionnaire providing both quantitative and qualitative data to more than 40 separate questions. The magazine's editors evaluated the applications using a point-based

scale for statistical information and conducted follow-up interviews on the qualitative questions.

Baptist Health Care placed 80th, one of only nine health care providers, on the list of 125 companies that included many top names in American business. Placing first on the list was The Ritz-Carlton Hotel Company, L.L.C.

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