



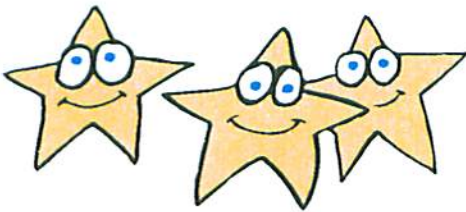
Kansas Healthcare Engineers Association

*Without our strong vendor base we would be unable to provide the quality education our members need to grow in their profession!
We thank all our vendors for their continued friendship and support,
and we extend a warm welcome to our 2011 Star Vendors!*

**AECom Ellerbe Becket
All Systems Designed Solutions
American Boiler & Mechanical
Becker Pumps Corporation
Building Controls & Services
ChemTreat**



**Clean Work Booth Inc.
Cullum & Brown Inc./Ohio Medical
Door Controls Inc.
Edelman-Lyon
Glassman Corporation
Great Plains Equipment Supply**



**Hajoca
Hebco
Hutton Construction
Kansas Trane
Lamunyon Cleaning & Restoration
McCown Gordon Construction**



**Midwest Sales
Modular Services Company
Nabholz Construction
Peterson Predictive Maintenance
RamAir
RJV Distributing**



**RSTI
Schneider Electric
Simplex Grinnell
Specified Technologies Inc.
Thyssen Krupp Elevator
WDM Architects**



Empowerment: Praise & Encouragement

One of the reasons why delegating and empowerment work at work is that they are positive ways of managing people. When we show people that we believe in them, we make people feel good as opposed to negative ways of managing people such as blame and criticism that make them feel bad. Two of the most positive and powerful acts of empowerment are praise and encouragement.

1. In Praise of Praise

Praise that is given deservedly is a powerful form of empowerment. That's because it not only acts as a reward but also encourages people to do more of what we like. When given in constructive feedback, praise is like refreshing rain on parched soil: vital for growth.

- praising others raises your status in the eyes of those who get praised, (think of the last person who praised you!)
- maintain a higher praise-criticism ratio than a criticism-praise ratio;
- praise makes you feel good delivering it as well as the person on the receiving end;
- praise is addictive. When it is justifiably withheld for poor performance, people try harder to win it back.
- people are more receptive to your criticism if they have already been praised by you.

"Our praises are our wages." (Old proverb)

2. Encouragement

Goethe, the late 18th century German philosopher, said that encouraging others after criticism has a much more powerful effect on people than just criticizing them alone. He compared the effect to sunshine after a shower. Yet criticism is what we do most of. Count the number of comments you make to your team, or family, or children in one day and the number of negative comments is likely to be far greater than the positive ones. George Adams, the American newspaper magnate, said that anyone who encourages others has an effect on them that they can't begin to know. Words of encouragement go into our make-up and influence the way we think.

"Flatter me and I may not believe you. Criticize me and I may not like you. Ignore me and I may not forgive you. Encourage me and I will never forget you." (William Ward)

3. An Encouraging Environment

If you create a workplace where praise and encouragement are used regularly, you will change what your employees learn.

- If an employee lives with clear values, he learns how to set priorities;
- If an employee lives with leadership, she learns how to take initiative;
- If an employee lives with openness, he learns how to be honest;
- If an employee lives with experimentation, she learns how to be innovative;
- If an employee lives with appreciation, he learns to make an extra effort;
- If an employee lives with customer respect, she learns how to provide outstanding service;
- If an employee lives with encouragement, he learns to be confident;
- If an employee lives with positive vision, she learns how to perform miracles;
- If an employee lives with challenge, he learns how to master change.

Becoming an outstanding manager of others is about learning the right habits and then repeating them daily until they are second nature to you. Making a habit out of praising and encouraging others will turn you into a great manager and leader with great teams and followers.

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KHEA Bulletin Board
Opportunities
March – June 2011

**2011 ASHE International Summit
& Exhibition on Health Facility
Planning, Design & Construction
(PDC)**

**March 13 – 16, 2011
Tampa, Florida**

For detailed information go to
www.ashe.org/pdc

**FALL 2011 KHEA Conference
Courtyard by Marriott, Junction City
September 13 – 15, 2011**

Our fall conference with vendor show is returning to Junction City in 2011. A block of rooms has been set aside at the Courtyard by Marriot but they have another event occurring at the same time as ours. Please call 785-210-1500 and reserve your room now; the KHEA block rate is \$89 plus tax. This rate will be available through August 21, 2011.

Vendor packets will go out very soon. Be watching your mail and get your booth registration information in as soon as possible to assure a spot at our show. We hope to see you all there!!

**48th Annual ASHE Conference
And Technical Exhibition
July 17 – 20, 2011**

**Washington State Convention
& Trade Center
Seattle, Washington**



Greenwood County Hospital has an opportunity for a full-time Facilities Director. Prefer an individual with previous hospital experience and 3 years work experience in maintenance, electrical, and mechanical fields. Post-secondary degree or certifications preferred. Organizational skills are a must with the ability to handle multiple priorities along with good communication skills. Competitive salary and excellent benefits. GWCH is a tobacco free campus and drug free workplace. GWCH conducts post employment offer drug screening. EOE. Please send resumes to 100 W. 16th St. Eureka, KS 67045 or fax to 620-583-6702.

Upcoming Classes at Kansas Trane

- 3/1/11 HVAC Maintenance Series #1: Preparing for Spring
- 3/2/11 R410A Safety Certification
- 3/3/11 HVAC Controls & Air Distribution
- 3/4/11 Basics of Variable Frequency Drives
- 3/11/11 Tracer Summit System Operation



You can register online at www.kansastrane.com or via e-mail at jppoering@trane.com

Tuesday April 5

- 10:00 a.m. **Golf Tournament**
Salina Municipal Golf Course, Salina, KS
- 5:00 p.m. KHEA Board Meeting
- 7:00 p.m. 19th Hole Social Event
Sponsored by Nabholz Construction

Wednesday April 6

- 7:30 – 8:00am Registration
- 8:00 – 8:30 am Welcome and Introductions
- 8:30 – 10:00 am Role-Based HCFM Career Development – Jack Gosselin
- 10:00 – 10:15 am Break
- 10:15 – Noon Boilers (Operation & Maintenance) – Nelson B. Warthan
- Noon – 1:00 pm Lunch
- 1:00 – 2:15 pm Boilers (Operation & Maintenance) – Nelson B. Warthan (cont)
- 2:30pm Tour of Philips plant

Thursday April 7

- 7:30 – 8:00am Registration
- 8:00 – 9:00am Roundtable Discussion
- 9:00 – 10:30am Amanda Yorkey, Fire Prevention
Division, Kansas State Fire
Marshals Office
- 10:30 – 10:45am Break
- 10:45 – Noon LED, Speaker to be announced
Stanion Electric



KHEA SPRING CONFERENCE

April 5, 2011

**Golf at Salina Municipal Golf
Course (see insert)**

April 6 – 7

**Conference at Ramada Inn,
Salina**

**Call 785-823-1739 by
March 21, 2011 to get the
special block rate of \$62 plus tax.**

**BIOMED
PROGRAM
To Be Announced**

SCHOLARSHIP APPLICATION TOPIC FOR FALL 2011 SEMESTER

*“I am a great believer in luck and I find the
harder I work, the more I have of it.” Thomas
Jefferson*

Jefferson believed that luck was often the result of hard work rather than mere chance. Are some people just lucky or do good things happen more often to those who work hard to create these opportunities for themselves?

Write a one page essay explaining your thoughts on this quote and give examples from your own experiences.

A copy of the Fall 2011 scholarship application is included in this newsletter.

Applications are due to
Herman Hoffman in Lyons
no later than March 28, 2011



LAUGH LINES “FAMOUS QUOTES”

“The secret of a good sermon is to have a good beginning and a good ending; and to have the two as close together as possible.”



George Burns

“Santa Claus has the right idea. Visit people only once a year.”

Victor Borge

“Be careful about reading health books. You may die of a misprint.”

Mark Twain

“Maybe it’s true that life begins at fifty, but everything else starts to wear out, fall out, or spread out.”

Phyllis Diller



“I was married by a judge. I should have asked for a jury.”

Groucho
Marx

“I don’t feel old. I don’t feel anything until noon. Then it’s time for my nap.”

Bob Hope



“We could certainly slow the aging process down if it had to work its way through Congress.”

Will Rogers

“By the time a man is wise enough to watch his step, he’s too old to go anywhere.”

Billy Crystal

“Only Irish coffee provides in a single glass four essential food groups: alcohol, caffeine, sugar and fat.”

Alex Levine

“Money can’t buy you happiness, but it does bring you a more pleasant form of misery.”

Spike Milligan



“My luck is so bad if I bought a cemetery, people would stop dying.”

Rodney
Dangerfield

“Until I was thirteen, I thought my name was SHUT UP.”

Joe Namath

“I have never hated a man enough to give his diamonds back.”

Zsa Zsa Gabor



Kansas HealthCare Engineers' Association

If undeliverable, please return to:

Luanne Kramer
Hays Medical Center
2220 Canterbury Dr.
Hays, KS 67601

If you have articles, advertisements, or special events coming up in your hospital or in your company that you'd like to share with KHEA's membership in the June 2011 newsletter, please contact Luanne Kramer at 785-650-2750, or by e-mail at luanne.kramer@haysmed.com no later than May 10, 2011.

Kansas Healthcare Engineers Association

President – Rod Wedel of Newton – rod.wedel@newmedctr.org
Immediate Past President – Norbert Flax of Ransom – nflax@grisell.org
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ASHE Liaison – Barry Koetkemeyer of Ellsworth – bkoetkemeyer@ewmed.com
KHA Liaison – Jennifer Findley of Topeka – jfindley@kha-net.org
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South Central Representative – William Coomer of Great Bend – williamcoomer@catholichealth.net
Northwest Representative – Calvin Pfannenstiel of Wakeeney – cpfannenstiel@tclmh.org
Southwest Representative – Tracy Henry of Garden City – tracyhenry@catholichealth.net
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Scholarship Committee Representative – Herman Hoffman of Lyons – hhoffman@rch-lyons.com
Program Committee – Steve Rippert of Junction City – srippert@gchks.org
Program Committee – Tracy Henry of Garden City – tracyhenry@catholichealth.net
Program Committee – Lance Smith of Hays – lance.smith@haysmed.com
Program Committee – Tracy Robinson of Liberal – trobinson@swmedcenter.com
Program Committee – Wade Needham of Abilene – wneedham@mhsks.org
Program Committee – Chris Tillison of Howard and Helmer Architects, P.A. – tillison@howardandhelmer.com

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