



KRISTIE TOBIAS, MHA

SPEAKER PRESS KIT

INSPIRATION AND INNOVATION FROM EXPERIENCED HEALTHCARE SPEAKERS

Providing on-site training for your leaders is a fast and economical way to bring your entire team up to speed on the industry's hottest topics and create organization wide urgency to execute change. Huron's speakers and authors bring up-to-the-minute knowledge from their work in healthcare organizations across the U.S. and beyond.

We are more than a speakers' bureau. Our speakers are results-driven performance experts who are directly involved in crafting solutions to some of your most pressing problems, including financial challenges, patient safety and quality, pay for performance, and more.

Prior to your event, Huron's speakers and support teamwork side-by-side with you to develop a fully customized presentation to meet your needs, regardless of the topic, size of your group, or purpose of the training. From physician retreats to Leadership Development Institutes (LDIs) to senior leader meetings, Huron speakers deliver the perfect balance of inspiration and education for every audience.



HURON



Kristie Tobias, MHA

DIRECTOR, CONSULTANT, COACH, NATIONAL SPEAKER, AUTHOR

Kristie Tobias is an innovative and dynamic change management consultant and national speaker with close to 20 years of consulting and leadership experience.

PROFESSIONAL EXPERIENCE

Kristie has created change leadership curriculum and leadership development workshops that has provided professional development for thousands of employees and leaders primarily focused within healthcare and utility-based industry. She excels at bridging communication and relationship gaps at all levels of leadership to create high-performing organizations of effective and proactive change competency, high employee engagement and reduced turnover results. Kristie leads Huron's Black Alliance Strategic Initiatives Committee and Huron's Diversity, Equity, and Inclusion program. She prioritizes building inclusive environments within Huron and strategic client partnerships, including facilitating unconscious bias workshops and trainings and moderating discussions on improving education related to health equity and inclusive educational opportunities within historically diverse universities and medical programs.

Kristie lives in Atlanta, Georgia and serves on several nonprofit boards. She provides pro-bono speaking and business advisement for small businesses and has served as an adviser for the Mayor of Pensacola, Florida. Kristie developed her own brand focused on change leadership and mentorship and released her first book, podcast and streaming series, all entitled "Fearlessly Made You."

INDUSTRY SPEAKING ENGAGEMENTS

- "Owning Your Journey Through Social and Racial Injustice" University of Maryland
- "Effectively Leading Change Through Turbulent Times" UPMC
- "Leading Change in Times of Uncertainty and Disruption." Studer Community Institute
- "Change Management and Leadership Development Institute." Choptank Community Health System; Community Health Care, Moline, IL
- "Owning Your Journey: How to Proactively Grow Through Change." Leadership Pensacola; Caterpillar Corporation; Pursue Your Passion Conference; Studer Group Evidence-Based LeadershipSM Conference.
- "Building the Future You Deserve: Maximizing Your Change Competency." EntreCon business conference.

EDUCATION AND CERTIFICATIONS

- Prosci Certified Change Management Practitioner (PCCP)
- Healthcare Financial Management Association Certified Revenue Cycle Representative (HFMA CRCR)
- Management by Strengths Certified Trainer
- Master of Healthcare Administration, Winston-Salem State University
- Bachelor of Arts, Communication with a pre-medicine concentration, Wake Forest University

PROFESSIONAL ASSOCIATIONS

- Member, American College of Healthcare Executives (ACHE)

Presentations

OWNING YOUR JOURNEY THROUGH RACIAL AND SOCIAL INJUSTICE

Audience: All Leaders, All Healthcare Roles

Focus: Alignment and Accountability, Employee Attraction and Engagement, Organizational Culture, Strategy and Innovation

Length: Keynote, Half-day, Full day

Social and racial injustice are ever-present in our society. We must build a proactive understanding of their effect on our professional and personal lives, organizations and communities we serve. Kristie will work with you to build a platform of advocacy to foster a pathway for change during these turbulent times.

Learning Objectives:

- Develop a foundational understanding of racial and social inequity.
- Understand how to own your feelings related to bias and prejudice.
- Learn how to build your own self-advocacy and strategic roadmap when advancing the work of social injustice.

BREAKING DOWN SILOS: SUCCESSFUL MODEL TO CHANGE MANAGEMENT

Audience: All Leaders, All Healthcare Roles

Focus: Alignment and Accountability, Change Management and Leadership, Resilience and Well-Being, Strategy and Innovation

Length: Keynote, Half-day, Full day

Healthcare leaders must be equipped with the right tools to operate as a successful team. Kristie will share how to break down silos within organizations to develop an environment of improved teamwork and guide leaders on a more cohesive approach to organizational change.

Learning Objectives:

- Guiding leaders on understanding and identifying their personal change journeys.
- Cascading an environment of change across teams
- Building a change-ready environment through strategic, tactical and innovative leadership

EVIDENCE-BASED LEADERSHIPSM | LEADERSHIP DEVELOPMENT

Audience: All Leaders, All Healthcare Roles

Focus: Alignment and Accountability, Employee Attraction and Engagement, Executive Leadership, Leadership, Organizational Culture, Patient and Consumer Experience, Physician Alignment and Engagement, Strategy and Innovation

Length: Keynote, Half-day, Full day

The Evidence-Based LeadershipSM framework aligns goals, behaviors and processes that are proven to drive sustained organizational performance. Kristie will introduce a standardized approach to leadership development. She will encourage leaders to enhance their skills through tools, strategies, and best practices to foster a culture of excellence.

Learning Objectives:

- Describe the Evidence-Based LeadershipSM framework, the Nine Principles[®] and the Must Haves[®] that drive improved organizational performance.
- Implement Evidence-Based Leadership goals, behaviors, and processes to enhance leadership skills and build a culture of teamwork.

MANAGEMENT BY STRENGTHS

Audience: All Leaders, All Healthcare Roles

Focus: Communication, Leadership, Organizational Culture

Length: Keynote, Half-day, Full day

“Management by Strengths” (MBS) is an interactive workshop about the four basic temperaments that define a leader. Kristie’s engaging workshops encourage leaders to identify how to utilize their strengths to enhance their communication and management styles and foster an environment of teamwork.

Learning Objectives:

- Define each leader’s MBS style based on four basic temperaments.
- Identify how leaders utilize their knowledge of the four basic temperaments to improve teamwork.
- Engage in case studies that help identify how to apply MBS to foster a more cohesive work environment.

OWNING YOUR JOURNEY TO SUCCESS

Audience: All Leaders, All Healthcare Roles

Focus: Change Management and Leadership, Leadership, Resilience and Well-Being

Length: Keynote

Kristie’s journey to success took a detour when she was diagnosed with post-traumatic stress disorder (PTSD). Kristie shares how her struggle with PTSD helped her identify how to help herself and others work through difficult situations to develop healing techniques and an ownership philosophy to guide a journey to success.

Learning Objectives:

- Articulate how to develop coping strategies to handle difficult situations.
- Identify ownership best practices and apply them in the personal and work environment to promote your journey to success.

THE ART OF MENTORSHIP

Audience: All Leaders, All Healthcare Roles

Focus: Alignment and Accountability, Executive Leadership, Leadership, Organizational Culture

Length: Keynote, Half-day, Full day

The key to any successful organization is ensuring leaders are equipped with the right mentors to steer their success. Kristie guides leaders through a successful mentorship program to ensure leaders have the right skills to coach and mentor their teams. She also shares how to set up mentorship programs within organizations to cascade mentor and mentee relationships throughout any organization.

Learning Objectives:

- Discuss best practices with mentorship relationships and identify how to cascade mentorship programs

throughout any organization.

- Implement mentorship skills with leaders and develop plans, phases and timelines to ensure a successful mentorship program.

BUILDING YOUR VOICE

Audience: All Leaders, All Healthcare Roles

Focus: Communication, Executive Leadership, Leadership

Length: Keynote, Half-day, Full day

The key to any successful career is ensuring employees and leaders feel like their voice has the strength and viability to make an impact. Kristie shares her years of speaking experience from national pageant stages to consulting conferences to empower every session participant to identify and showcase their strengths as a speaker in any environment. This session can become a multi-part series for novice to experts.

Learning Objectives:

- Explain how to best showcase your speaking acumen in a virtual and in-person setting.
- Develop your speaking style and understand the best presentation skills to present or speak in a one-on-one setting, a meeting environment or on stage.

DRIVING HEALTH OUTCOMES THROUGH INCLUSIVITY

Audience: All Leaders, All Healthcare Roles

Focus: Alignment and Accountability, Employee Attraction and Engagement, Leadership, Organizational Culture, Patient and Consumer Experience, Physician Alignment and Engagement, Strategy and Innovation

Length: Keynote, Half-day, Full day

Health inequities are tied to environmental and social factors impacting patient access to care and organizational understanding of barriers to patient care. Kristie will walk us through the key community and organizational factors to understand to open up the dialogue on building inclusivity in our internal and external environment.

Learning Objectives:

- Defining how to build understanding within your organizational and community environment
- Creating awareness of key factors that impact internal and external equality and inclusivity
- Identifying the key techniques in building a roadmap to foster a culture of inclusivity

EMOTIONAL INTELLIGENCE AND PSYCHOLOGICAL SAFETY

Audience: All Leaders, All Healthcare Roles

Focus: Alignment and Accountability, Change Management and Leadership Communication, Executive Leadership, Leadership, Organizational Culture

Length: Keynote, Half-day, Full day

The key to success within any organization is developing an environment that fosters teamwork. This environment must be rooted in safe, open spaces for employees and leaders to authentically show up in their workspaces. Kristie will guide leaders and teams on how to understand their own emotional intelligence and

how they approach working situations, and how that can impact the way they show up in a team environment. Kristie will also guide leaders on how to create psychologically safe group dynamic to encourage employees to promote honest and authentic dialogue.

Learning Objectives:

- Understanding personal emotional intelligence
- Cascading a culture of self and social awareness
- Fostering an environment of psychological safety

What Organizations Are Saying

Kristie Tobias was exceptional in sharing her story and projecting a learning experience to appreciate and value each employee

~ Nonprofit Health Network

"Kristie's talk was invaluable to me"

~ Nonprofit Health Network

"I feel honored to have heard Kristie Tobias speak on this topic."

~ Regional Health System

Very dynamic speaker and I appreciate the challenges she brought up!

~ VA Health System

It was a good reminder to look for the humanness in people. Eye opening talk about all kinds of bias.

~ Regional Hospital

I love learning about the types of Unconscious Bias. Will continue to acknowledge, understand, and welcome all different ethnicities and background, and will promote diversity and inclusion.

~ Community Service Provider

This was amazing! Loved the getting outside my comfort zone and working on inclusion! LISTEN!!!

~ Nonprofit Health System

This discussion helped me challenge my way of thinking, which is essential to remain ahead of the game.

~ Rural Health Network

We don't have so much cultural diversity, but great on our unconscious bias. Would like ideas for bias for different departments as well.

~ Regional Hospital

Really enjoyed this presentation. I provide training on cultural diversity and competency and oversee our programs for special populations at my organization, so the information shared was very useful.

~ Health Services Provider

"Kristie is very articulate when presenting. Her storytelling and presentation styles were very engaging."

"Strong, awesome story and woman. She's a tremendous example of good in the world."

"Dynamic, energetic and informative,"

"Engaging, fun, charismatic, knowledgeable,"

"Inspired by Kristie's story and the concrete model for change."

"Kristie knows how to present complex concepts in a way that anyone can relate to, understand and apply."

"Very engaging and knowledgeable, gauged our team well and adjusted as needed. Provided us tools we can use to be better in the future."



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