

29 - 31 AUGUST 2022

LabVine™

# The Laboratory Transformation Seasonal School

GEAR UP FOR THE FUTURE OF  
HEALTHCARE PROSPECTUS



# Welcome to LTSS 2022

LabVine proudly welcomes you to the Laboratory Transformation Seasonal School 2022. Our goal over the next three days is to equip you with the knowledge to perform optimally and participate in leading your laboratory to success. Our theme, "Gear Up for the Future of Healthcare," has been carefully selected to support and equip laboratory professionals to reshape and re-value Lab Medicine and align their relevance and sustainability with the future of Healthcare.

Expert speakers across the globe will share critical insights that will help you gear up for the future of Healthcare. We aim to ensure that you leave the Laboratory Transformation Seasonal School 2022 with a broader skill-set and perspective to take transformational action.



Daily sessions  
**start at 11:30 ET**  
and **end at**  
**14:40 ET.**



Daily sessions will  
**consist of three**  
**1-hour slots**, each  
covering a different  
topic based on the  
day's theme.



A **different**  
**speaker** will  
present  
each slot.



Knowledge sharing  
and transfer will  
happen through  
**interactive**,  
facilitated sessions  
delivered **virtually**.



This is an  
**international**  
sponsored  
event and is  
**free of charge**.

**We have included an overview of the course content and provisional program. Delegates can look forward to the below educational benefits and outcomes:**

- ✓ Definite knowledge transfer
- ✓ Accredited certificate of attendance
- ✓ 9 contact hours from PACE
- ✓ Free LabVine membership

*Good luck and enjoy  
the program.*

**Wilhelm Boshoff**  
Founder & Managing Director at LabVine Learning



Think Lab. Think **LTS**

**eLABorate Topics  
Podcast**

**FORMATO  
CLÍNICO**

Projetos em Medicina Diagnóstica

**LEMASA**

Unlocking potential

**OIM**  
LEADERSHIP  
CONSULTING

# The Laboratory Transformation Seasonal School Overview

## DAY 1: CHANGE, TRANSFORMATION, AND CULTURE

### Shaping the future of health and healthcare



**By Jeremy Schubert, MBA, MPH**

*Med Tech Executive | Servant Leader | Healthy High Performance Culture Builder*

The world is changing rapidly, and the demands on healthcare are evolving. We have the opportunity to re-imagine the lab and the thinking, behaviors, and business processes we use to define Lab Medicine.

### AI and its application to pathology and laboratory medicine



**By Dennis Strenk**

*Pathologists' Assistant at Wisconsin Diagnostic Laboratories, Host of People of Pathology Podcast*

Artificial intelligence (AI) has been discussed as the future of pathology and laboratory medicine for many years. While AI and digitization are not yet widely used, exciting new technologies are being developed that may change the way we do our work. For some, Artificial Intelligence is seen as a threat to job security. But in fact, it should be seen as a way to augment our capabilities and make us able to help our patients more efficiently.

The use of AI has great promise, but it is not without its pitfalls. We will define some fundamental concepts of AI as it applies to pathology and laboratory medicine and discuss future applications to consider.

### Measuring & managing culture, a case for navigating complacency and optionality



**By Marianna Seyffert**

*Director and Consulting Psychologist at OIM Leadership Consulting*

The world is changing rapidly, and the demands on healthcare are evolving. We have the opportunity to re-imagine the lab and the thinking, behaviors, and business processes we use to define Lab Medicine.

Culture is currently one of the critical conversations taking place in the business world. With organizations navigating rapid and, at times, turbulent change, the need for considering the role and impact of organizational culture has become evident. The new world of work has impacted organizational life, and change has become an integral part of it. These changes have created tensions for organizational leaders and employees.

This presentation will focus on how we can navigate culture change by considering the tensions within the organization's culture.

## DAY 2: STAFF OPTIMIZATION



### Strategies for staff retention and changing workplace trends

**By eLABorate Topics Podcast**

The national workforce shortage within the clinical laboratory profession is a well-documented emergency that escalated during the pandemic. Many experts suggest that the workforce changes may never return to pre-pandemic numbers. The unavailability of well-trained medical laboratory professionals to fill critical positions across the country highlights a gap in the overall strategy to combat this crisis; this gap is underrating the importance of staff retention. Does your leadership team have a focused plan to ensure that good team members stay with your department once hired?

This session will review the importance of a quality retention plan in the clinical laboratory. The speakers will provide attendees with tangible strategies to enhance staff retention and boost team engagement.



### Training and learning opportunities - Why these are top priority

**By Sandra Schlebusch**

*Managing Director at LEMASA | Select Talent | Develop Talent | Nurture Talent*

CV-Library, an independent job board in the UK, has announced that from a survey of 2,300 UK professionals, 73.2% found their opportunities to learn at work unsatisfactory. This means that organizations risk losing these professionals to their competition that does offer opportunities to learn. Organizations need to mitigate this risk by prioritizing learning opportunities for their existing employees to increase the possibility of having an engaged and motivated workforce.

#### The speaker will discuss:

- ✓ The important skills to be focusing learning opportunities on.
- ✓ The business case of providing continuous up-skilling and re-skilling.
- ✓ “How to” identify the actual need.
- ✓ Steps to “make it stick.”

### Developing effective laboratory personnel training and competence assessment programs



**By Carmen Paz Oplustil**

*Director of Formato Clínico-Projetos em Medicina Diagnóstica*

The goal of the laboratories is always to deliver results with a high pattern of quality, which is achieved with competent personnel.

This session will discuss a simple way to organize an effective training and competence program. The training program provides personnel with the information needed to perform their daily tasks and processes so that the laboratory can deliver high-quality services. To verify that performance of assigned tasks remains consistent, initial and periodic assessment of competence is needed.

A competence assessment program ensures that personnel continue to perform the learned processes and procedures correctly so that the laboratory's quality goals are achieved.

## DAY 3: IMPLEMENTATION AND CHANGE MANAGEMENT

### Laboratory infrastructure changes - implementation process overview



**By Liezl Laubscher**

*Head of Facility Design*

Once operational and workflow processes have been optimized, laboratory infrastructure changes (new built or refurbishment of existing/new site) may be identified as the solution to address current constraints/pain points or increase capacity.

In this session, delegates will gain a better understanding of the design process from inception through to close-out, relevant role players and their respective responsibilities, including the role of the client/lab manager, professional design team selection criteria, typical information required by the professional design team, as well as the importance of the briefing stage as this forms the basis of design and standard against which all design layouts will be measured.

The knowledge gained will provide guidance on how to approach and lead the implementation of a laboratory infrastructure change project. It will provide insight into what to expect, how to prepare, who to involve, and what to consider to ensure a successful outcome.

### What is laboratory performance and how do you manage this



**By Fred Klorën**

*Managing Consultant at LTS Health*

**In essence, there are two key objectives for a lab:**

1. Providing quality clinical outcomes.
2. Ensuring that the lab is financially viable.

The speaker will explain how this can be defined in a laboratory improvement framework.

**Delegates will gain insight on:**

1. What laboratory performance is - How you measure it and the KPIs.
2. How you look at the laboratory (continuous) performance improvement and how it works.
3. Why this methodology/approach is beneficial for everyone in the laboratory.

### Change Management



**By Larry Hernandez**

*Founder and Visionary at Inspire2 "WANT TO" LLC*

This lesson addresses the different types of change, change resistance, and the impact of change on the laboratory organization. It explains how change can be expedited and managed to enable smooth transition.

# Provisional Program Outline 29 – 31 AUGUST 2022

## CHANGE, TRANSFORMATION, AND CULTURE

## STAFF OPTIMIZATION

## IMPLEMENTATION AND CHANGE MANAGEMENT

TIME (ET)	MONDAY	TUESDAY	WEDNESDAY
11:30 - 11:40	DAILY OPENING	DAILY OPENING	DAILY OPENING
11:40 - 12:30	<b>Shaping the future of health and healthcare</b>  By Jeremy Schubert	<b>Strategies for staff retention and changing workplace trends</b>  By eLABorate Topics Podcast	<b>Laboratory infrastructure changes - implementation process overview</b>  By Liezl Laubscher
12:30 - 12:40	BREAK	BREAK	BREAK
12:40 - 13:30	<b>AI and its application to pathology and laboratory medicine</b>  By Dennis Strenk	<b>Training and learning opportunities – Why these are top priority</b>  By Sandra Schlebusch	<b>What is laboratory performance and how do you manage this</b>  By Fred Klorën
13:30 - 13:40	BREAK	BREAK	BREAK
13:40 - 14:30	<b>Measuring &amp; managing culture, a case for navigating complacency and optionality</b>  By Marianna Seyffert	<b>Developing effective laboratory personnel training and competence assessment programs</b>  By Carmen Paz Oplustil	<b>Change Management</b>  By Larry Hernandez
14:30 - 14:40	REFLECTION AND CLOSURE	REFLECTION AND CLOSURE	REFLECTION AND CLOSURE

*\* This program is subject to change without prior notice.*

## NEED MORE INFORMATION?


RSA +27 82 565 4671

US +12 242 08 1300

UK +44 740 222 1955

E : [info@labvinelearning.com](mailto:info@labvinelearning.com)

W : [www.labvinelearning.com](http://www.labvinelearning.com)

 Register for this Event

LabVine™

TheConflab

# Your Organizer and Host



**Hanine van Deventer**  
*Chief Executive Officer*

Hanine is a professional engineer with 16 years of experience managing numerous multidisciplinary projects. She has a keen focus on systems and procedures and manages projects driven by performance. She embraces change as an opportunity to succeed. With that mentality, she has often been put in the role of superuser or trainer for implementing new or improved systems.

Since 2020 she has been applying her experience to LabVine, where she continues to manage excellence and attend to optimally support laboratories through training and collaboration initiatives.

**e :** [hanine@labvinelearning.com](mailto:hanine@labvinelearning.com)

**m:** +27 82 565 4671

**w:** [www.labvinelearning.com](http://www.labvinelearning.com)



<https://www.linkedin.com/in/hanine-van-deventer-944a0b84/>

## Experience



### Chief Executive Officer

LabVine

Mar 2020 - Present · 2 yrs 5 mos



### Business Developer

Power of Process

Mar 2020 - Present · 2 yrs 5 mos



### Professional Engineer

AECOM

Mar 2008 - Mar 2020 · 12 yrs 1 mo

# Speaker Bios

DAY 1



## Jeremy Schubert, MBA, MPH

*Med Tech Executive | Servant Leader | Healthy High Performance Culture Builder*

Jeremy is an accomplished and versatile Global Business Leader with a 30-year track record of innovation and performance excellence. Jeremy's experience with international health systems coupled with his MPH have enabled him to master both Health Economic and Public Health Strategy ... this is further activated by his unique ability to craft and communicate aspirational Vision while simultaneously outlining a clear, innovative road map for internal and external execution.

Jeremy is known as a Business Builder with a proven ability to facilitate the development of a healthy high performance culture and construct new approaches and thinking to age-old problems.

**Date:** 29 August 2022

**Time:** 11:40 - 12:30 ET

**Topic:** **Shaping the future of health and healthcare**

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/jeremy-schubert/>



## Dennis Strenk

*Pathologists' Assistant at Wisconsin Diagnostic Laboratories, Host of People of Pathology Podcast*

Dennis Strenk has been a Certified Pathologists' Assistant since 2003, and also has a Histotechnologist certification. Since 2018 he has worked at Wisconsin Diagnostic Laboratories in an academic medical center. From 2009 through 2018, he was the Editor in Chief of The Cutting Edge - The Journal of the American Association of Pathologists' Assistants, and served on the Board of Trustees of the AAPA from 2018 through 2020.

In December 2019, Dennis launched the People of Pathology Podcast, where he interviews people in pathology and lab medicine. The podcast has listeners in over 40 countries. Dennis is a member of the American Association of Pathologists' Assistants, and the American Society for Clinical Pathology.

**Date:** 29 August 2022

**Time:** 12:40 - 13:30 ET

**Topic:** **AI and its application to pathology and laboratory medicine**

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/dennis-strenk-631a9079/>

# Speaker Bios



## **Marianna Seyffert**

*Director and Consulting Psychologist at OIM Leadership Consulting*

Marianna is a Director and Consulting Psychologist with OIM Leadership Consulting. With 26 years' experience in the field of organizational development she worked as a management consultant on an international level. Consulting in the Middle East (Dubai) for three years has further broadened her experience in organizational development and culture change. Marianna has successfully managed large-scale organizational restructuring projects in the public sector, gaining experience in culture and change management. Part of her more recent experience in culture change and transformation includes a three year culture change project in the banking industry involving 17 000 staff members. She is also involved in conducting culture, climate and engagement surveys across various industries.

**Date:** 29 August 2022

**Time:** 13:40 - 14:30 ET

**Topic:** Measuring & managing culture, a case for navigating complacency and optionality

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/marianna-seyffert-96423a68/>

## DAY 2



## **Stephanie Y Whitehead, MBA, MPH, CLS (ASCP)cm**

*eLABorate Topics Podcast*

Stephanie Whitehead, MBA, MPH, CLS (ASCP)cm is the Executive Director of Pathology Services at University Health in San Antonio, Texas. After completing her Bachelor's degree in Clinical Laboratory Science (CLS) at the University of Southern Mississippi, Stephanie obtained her Master's Degree in Business Administration (MBA) from William Carey University and her Master's Degree in Public Health and Community Education (MPH) from A.T. Still University.

Stephanie is an active leader in multiple professional organizations, including serving as the Vice-Chair of the Mentorship Committee for the American Society of Clinical Laboratory Science (ASCLS) and a member of Council of Laboratory Professionals (CLP) for the ASCP. In addition to being a professional mentor with both the ASCP and ASCLS, she is also a diversity mentor with the international "Race Forward" program for students attending Toronto University. Stephanie is the co-host of a popular, weekly laboratory podcast called "eLABorate Topics" which features talks related to the laboratory and leadership focused on helping listeners succeed in their professional lives.

Outside of this work, Stephanie plays an active role in her local community through involvement with organizations such as Delta Sigma Theta Sorority, Inc. and the Girl Scouts of America. You can connect with Stephanie on LinkedIn, Facebook, Instagram and Twitter @StephanieYWhitehead.

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/groups/13931189/>



# Speaker Bios



## **Tywauna Wilson, MBA, MLS (ASCP)CM**

*eLABorate Topics Podcast*

Tywauna Wilson, MBA, MLS(ASCP)CM is a best-selling author, executive laboratory leader, podcast host, and career consultant who helps professionals increase their star power to get recruited, developed, and promoted in their careers. Ms. Wilson has nearly 20 years of diverse medical laboratory and progressive healthcare leadership experience and viewed as a leadership innovator in the medical laboratory community. She is the Owner of Trendy Elite Coaching and Consulting and System Chemistry Director for a regional laboratory in Dayton, OH. Ms. Wilson is the author of the book, *Some Leaders Wear Lab Coats*, the author of *Leadership Tidbits®*, a series of personal growth books, and host of the “eLABorate Topics,” and “Leadership Tidbits® with Coach Tee Wilson” podcasts. Her mission is “to empower and train one million leaders to be able to lead with confidence and leave a legacy that makes them proud.”

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/groups/13931189/>



## **Lona Gordon Small, MT (ASCP), MBA, PMP, CBPM**

*eLABorate Topics Podcast*

Lona Small is a Quality and Process Improvement Specialist at the Johns Hopkins Hospital Core lab. She is also the founder, coach, and trainer at LabOPEX Training and Consulting. As an executive coach and trainer, Lona uses a holistic approach with her signature Core Method and focuses on areas such as unique skill set, Team performance, Process Improvement, Quality, Patient Safety, and Team culture. Lona has moved labs and medical lab leaders to perform at operational excellence levels and to be recognized and valued as an important part of healthcare.

Lona serves hundreds of medical lab professionals to identify their unique skill sets and operate at their highest levels, to make a difference in their careers, their lives, and healthcare. Lona enjoys the beach on her native island of Jamaica and prioritizes self-care.

**Date:** 30 August 2022

**Time:** 11:40 - 12:30 ET

**Topic:** **Strategies for staff retention and changing workplace trends**

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/groups/13931189/>

# Speaker Bios



## **Sandra Schlebusch**

*Managing Director at LEMASA | Select Talent | Develop Talent | Nurture Talent*

Qualifications: BCom Hons (Industrial and Organisational Psychology. MBA. Dipl.: Professional Coaching. Current Position: Managing Director: LEMASA; extensive experience in organisation development; talent management; area of specialisation: Assessment Centres; Guest lecturer at several universities on the subject of assessment centres. Seats Held: Chairman ACSG; Honorary Member ACSG. Publications: Assessment Centres: Unlocking People Potential for GRowth (2nd Ed.)(2020); several peer reviewed articles and other publications. Supervisor and examiner of several master-degree studies on assessment centres

**Date:** 30 August 2022

**Time:** 12:40 - 13:30 ET

**Topic:** Training and learning opportunities – Why these are top priority

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/sandraschlebusch/>



## **Carmen Paz Oplustil**

*Director of Formato Clínico-Projetos em Medicina Diagnóstica*

Biomedical with a Master in Microbiology from ICB-USP (Institute of Biomedical Sciences of the University of São Paulo.) Fifteen years of experience in the technical area and administrative management of Clinical Analysis.

She worked for 13 years as a microbiologist in the Microbiology Sector of the Hospital das Clínicas de São Paulo, where she implemented various automated equipment and everything related to computing in the area.

She worked in the technical management area of the specialized laboratory Fleury Medicina Diagnostica ([www.fleury.com.br](http://www.fleury.com.br)), where she directed the different areas of clinical analysis. As Technical Director of Clinical Analysis at NKB Diagnostic Medicine, she led the group's technical areas in five states.

She also served as Acquisitions and Integrations Manager for NKB Medicina Diagnostica, a Fleury group company. Manager of the "Lean" project in the technical area of Fleury. Professor of the Microbiology specialization at PUC in Curitiba, Paraná.

Author of the book "Basic Procedures in Clinical Microbiology" and "156 questions and answers in Clinical Microbiology".

**Date:** 30 August 2022

**Time:** 13:40 - 14:30 ET

**Topic:** Developing effective laboratory personnel training and competence assessment programs

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/carmen-paz-oplustil-a9110911/>

# Speaker Bios

DAY 3



## Liezl Laubscher

*Head of Facility Design*

Liezl is a design specialist with 20 years' experience in healthcare infrastructure planning and the design of large-scale healthcare projects in the UK, Africa, and Middle East. She has formed part of the senior management teams of multi-national corporations and at present is the Head of Design at LTS Health, a specialist laboratory consulting firm.

Key previous roles have included being Associate Director of Healthcare Planning at Nightingale Associates (currently known as IBI Group) and Associate Director of Healthcare Architecture and Senior Associate at SSH Design.

She holds a Master's degree (cum laude) in Planning Buildings for Health at the Medical Architecture Research Unit (MARU) from London's South Bank University, and a Bachelor's degree in Consumer Science at the University of Stellenbosch, South Africa. She is also a member of the South African Federation of Hospital Engineering (SAFHE) and the Golden Key International Honours Society.

**Date:** 31 August 2022

**Time:** 11:40 - 12:30 ET

**Topic:** **Laboratory infrastructure changes - implementation process overview**

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/liezl-de-jager-laubscher-head-of-facility-design-11aa0627/>



## Fred Klorën

*Managing Consultant at LTS Health*

As a Managing consultant I'm responsible for project management as well as management and training of a team of industrial engineers working on different projects. Building lasting relationships with senior management, partners and vendors engagement with clients in the manufacturing industry. Determine the needs and design production processes that meet requirements to ensure client satisfaction while maintaining a sustainable sales pipeline.

Extensive experience in operations improvement, post-merger consolidation and information systems integration for hospital and independent laboratories as well as laboratory strengthening of public health systems.

**Date:** 31 August 2022

**Time:** 12:40 - 13:30 ET

**Topic:** **What is laboratory performance and how do you manage this**

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/fred-kloren-management-consultant-laboratory-performance-improvement-91668963/>

# Speaker Bios



## Larry Hernandez

*Founder and Visionary at Inspire2 "WANT TO" LLC*

Imagining a Servant **LEADERSHIP** culture and strategy that inspires a **TEAM** to exceed their Personal and Professional goals that transforms them from a "have to" to a "WANT TO" GROWTH mindset. Creating a **LEADERSHIP** culture that sets new standards for TEAM performance while exceeding business goals in a resilient / sustainable way, builds best in class LEADERS, and always attracts the best talent available. And as importantly influences the TEAMS Personal and Professional life trajectory in a positive way.

### Life Break "GRATEFUL and BLESSED" – Hernandez family

One of the best decisions of my life. Retired for three important reasons faith, family, and personal health. Transformational impact has been accomplished in all three areas. Highly recommend. Excited about the journey ahead. Looking forward to the **LEADING, INSPIRING**, and bringing out the best in others. A Life Break has changed our lives and allowed us to **GROW** for the better in every way.

### Abbott Labs – Diagnostics Division (32 Years)

Transformational Servant LEADER for 32 years in the Diagnostics business. Managing Director, Commercial LEADER of the U.S. for both Hospitals and Distribution Channels. Build and developed the top TEAMS / LEADERS in the industry with best in industry results. Most importantly, impacted the Personal and Professional purpose goals of the TEAM that impacted their lives trajectories in a positive way. Many of our LEADERS now have top positions in many different companies and they are now building LEADERS as well.

Education – Northern Illinois University BS Marketing

**Date:** 31 August 2022

**Time:** 13:40 - 14:30 ET

**Topic:** **Change Management**

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/lawrence-e-hernandez-127a20/>

# LTSS 2022

THE LABORATORY  
TRANSFORMATION  
SEASONAL SCHOOL

REGISTER NOW

## GET IN TOUCH

RSA +27 82 565 4671

US +12 242 08 1300

UK +44 740 222 1955

E : [info@labvinelearning.com](mailto:info@labvinelearning.com)

W : [www.labvinelearning.com](http://www.labvinelearning.com)

**LabVine™**