

## AGENDA / OBJECTIVES: NURSE LEADER INTENSIVE

### DAY ONE (9am - 5pm)

9am	Introductions/ ice breaker Opening Circle	(.5)
9:45 am	NURSE LEADER ROLE in TRANSFORMATION Desired Outcomes	(1.5)
10:15	Break	
10:30	Leadership vs Manager Define Transformational Leadership Core Competencies for Nurses Self Assessment	
11:30 am	TRANSFORMATION STORY: Levindale, Baltimore, MD Lunch	(1)
12:30 pm	Introduce use of Comparison Grid for site visits	
1:00 pm		(.5)
1:30 pm	REDESIGN OF ORG STRUCTURE - Impact for Nursing Household Staff Roles Versatile Worker (80/20) Cross Training Use of Medication Aides Staffing Plan - where to start	(1.25)
2:45 pm	Break	
3:00 pm	BUILDING HOUSEHOLD TEAMS - Nurse Leader Role Empowered Decision Making Teams Communication Tools: Learning Circles and Huddles Household Meeting structure - involvement of staff, residents, & Family members Self Scheduling	(1.5)
4:30	Closing Circle & Evaluation	(.5)
5:00 pm	Adjourn	

**Day I total: 6.75 hours**

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### **Learning Outcomes**

- Participants/Learners will understand the transformation process of implementing the “Household model of care” in the long-term care organization.
- Scoring 80% or greater on the Learning Circle review quiz will demonstrate proficiency in the art of "Learning Circles"
- Participants/Learners will be able to define the transformational role of the Nurse Leader, recognizing the need to grow awareness of self and others.
- Participants/Learners will be able to list the Core Competencies for Nurses and give examples of how they are demonstrated in practice.
- Participants/Learners will be able to utilize grid for comparison of sites visited during the Nurse Leader Intensive.
- Participants/Learners will be able to outline examples of staffing changes when transitioning to and implementing the household model.
- Participants/Learners will be able to define Versatile Worker (80/20) and examine how they are used in Households
- Participants/Learners will be able to understand the importance of building strong, empowered household teams and the impact of teams on Organizational structure and the role of the Nurse Leaders.

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### DAY TWO: 7:45 am - 4:15pm

8:00 am	Site Visit Tour Q&A with formal leaders and staff Complete comparison grid	(4.0 hours)
12:00 noon	Lunch	
12:30 pm	Opening Circle (Debrief Site Visit)	(.5 hrs.)
1:00 pm	ADAPTING CLINICAL SYSTEMS Regulations - how they support households Identification of Clinical systems impacted by transformation Move In Medication Administration	(2.75 hrs)
2:00 pm	Break	
2:15 pm	MDS/Assessments Care Planning Others Share examples of team processes used to address clinical systems.	
4:00 pm	Closing Circle and Evaluation	(.5 hrs.)
4:30 pm	Adjourn	

**Day 2 TOTAL: 7.75 hours**

### Learning Outcomes

- Evaluate the model of care used at that Site Visit facility. Complete grid for comparison
- Discuss the role of the nurse leaders in implementing changes at Site Visit.
- Give examples of how regulations support the household model
- List Clinical Systems that will be impacted by the change.
- Shares ideas of improving the “move-in” experience for residents and families
- Contrast Traditional and household medication administration processes.
- Describe ways to adapt the MDS/Assessment processes to reflect the needs of the individual resident’s routine.
- Recognize the impact of Household environment on creation of individualized care plans.

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### DAY THREE: 7:45 am - 3:45 pm

8:00 am	TRANSFORMATION STORY: Site Visit Tour & spend time in Households with staff and residents Q&A with formal leaders and staff Complete comparison grid0	(4)
12:00 pm	Lunch	
12:30 pm	Opening Circle: Debrief Site Visit	(.5)
1:00 pm	DEVELOPING TEAM ACCOUNTABILITY THROUGH QUALITY IMPROVEMENT Review how Nurse Leaders measure outcomes of care Involving direct care staff and residents in the process Share tools and resources	(2.75)
2:00 pm	Break	
2:15 pm	Assignment for Day four: share example of a Team Process used to address a clinical system using the outline provided. If haven't use a team process for a clinical system, select one to work on and develop a plan for addressing it.	
4:00 pm pm	Closing Circle and Evaluation Adjourn	(,5) 4:30

**Day Three Total: 7.75 hours**

### Learning Outcomes

- Evaluate the household model represented at the site.
- Assess the role of the nurse leaders in the households.
- Determine how clinical systems have been adapted to meet the individual resident needs
- Assess the significance of Quality Assurance/Quality Improvement (QAPI) program in building household team accountability
- Understand the importance of involving staff, residents, and family members in the process.
- Relate the learning circle as the central design of team inquiry, growth and mastery
- Explore a variety of ways to involve household teams in QAPI.
- Discuss how you as a Transformational leader will address the issues/concerns related to Clinical Systems.

**OVERALL FOR DAYS 1-3: 22.25 hours**

