


September 19, 2024

Leading With Purpose



8 Strategies for Engaging Your Careforce



The
John A. Hartford
Foundation





Our Work Together

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What the 8-Part Series Delivers

By participating in this series of 8, 30-minute sessions, you will:

- Assess your strengths and your organization's strengths and build on those;
 - Lead change through small tests over time,
 - Cultivate a positive work culture, and
 - Ultimately, grow and retain your *Careforce* (Porter, 2022)

Porter, L. (2022, April 15). *We need a careforce, not just a workforce*. McKnight's Long-Term Care News. <https://www.mcknights.com/blogs/guest-columns/we-need-a-careforce-not-just-a-workforce>

Strengthening Your Approach to *Leading Change*



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But first... a brief Session 6 Recap!

*Leading with **Compassion**....even (especially) when Times are Tough*

In this session, we ...



Defined compassion as action-oriented;



Appreciated the role of compassion in healthcare spaces;



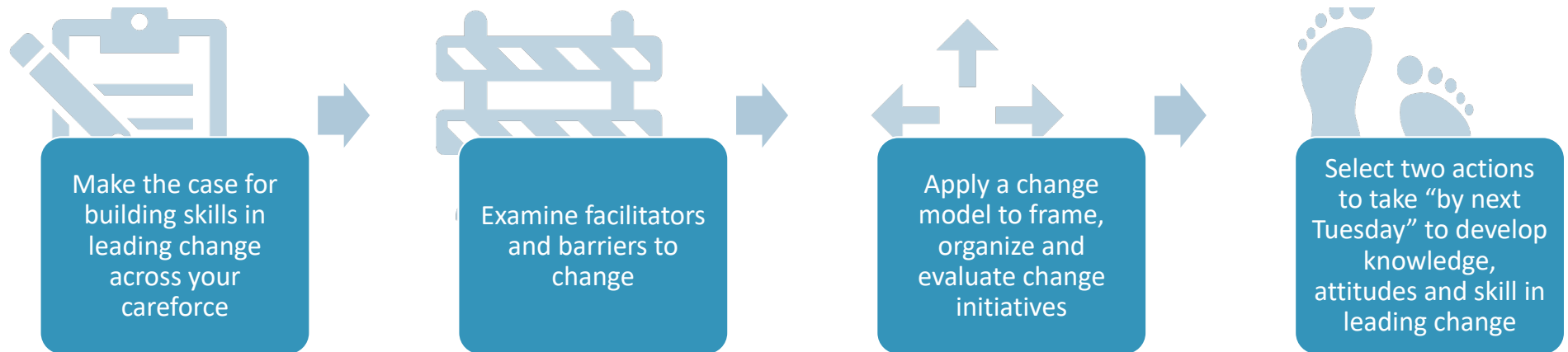
Adopted at least one approach to self-compassion;



Adopted a method to build compassion in your work setting.

On Deck for Today

Strengthening Your Approach to *Leading Change*
In this session we will...

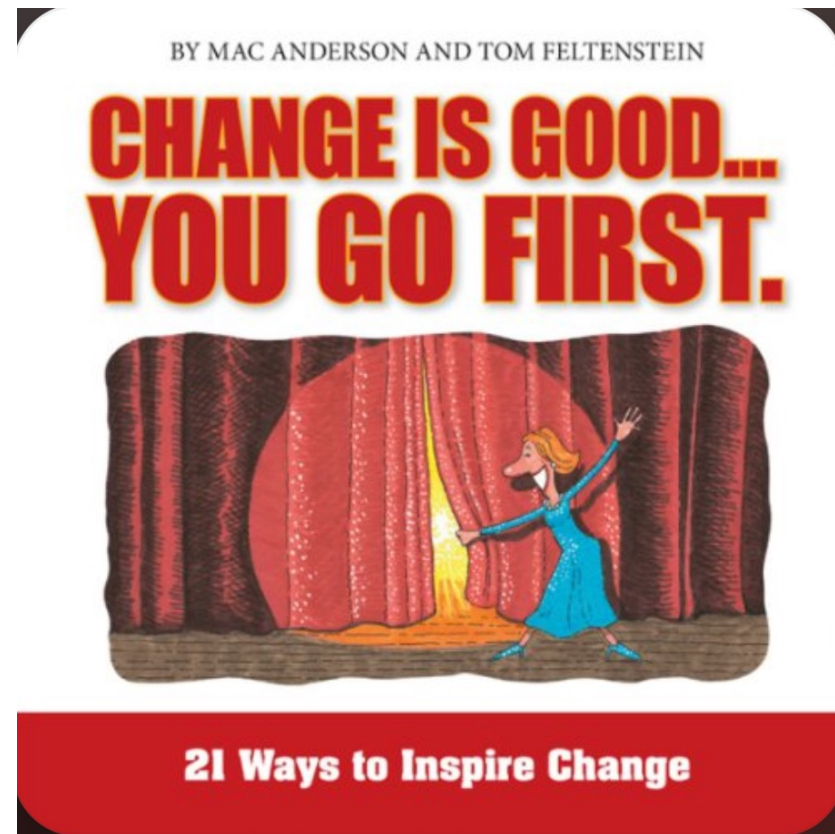


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Chat in....

*What do you see as the most important **skill** in leading and sustaining change?*



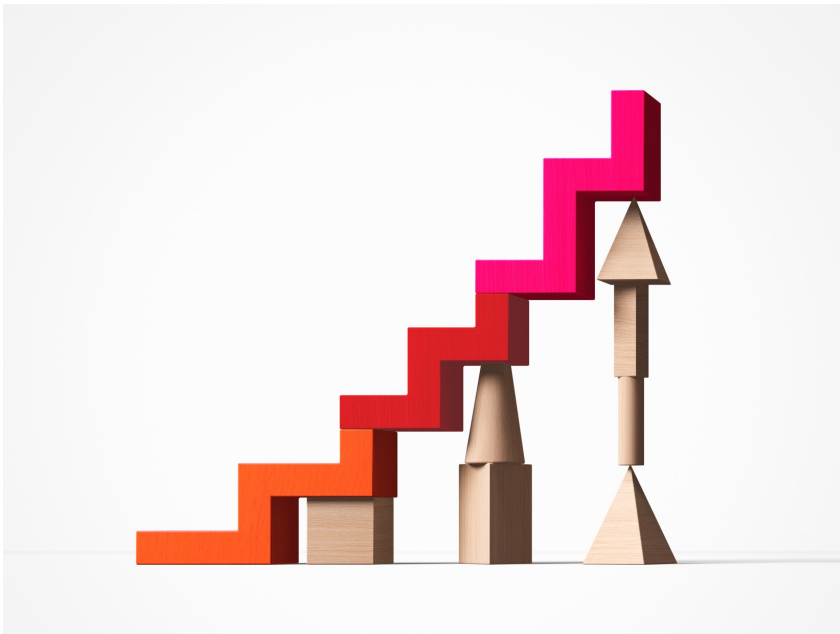
Anderson, M., & Feltenstein, T. (2007). *Change is Good. . . You Go First*. <https://www.amazon.com/Change-Good-You-Go-First/dp/149267950X>

Resistance to change is predictable...?

Why do we resist change?

- Loss of control/fear → • Safety, vision, clarity and simplicity
- Loss of face → • Understand who has vested interest
- Concerns on competence → • Over plan and support
- More work → • Acknowledge, plan for, reward, recognize
- Sometimes the threat is real → • Be honest about the threat

Putting it all together



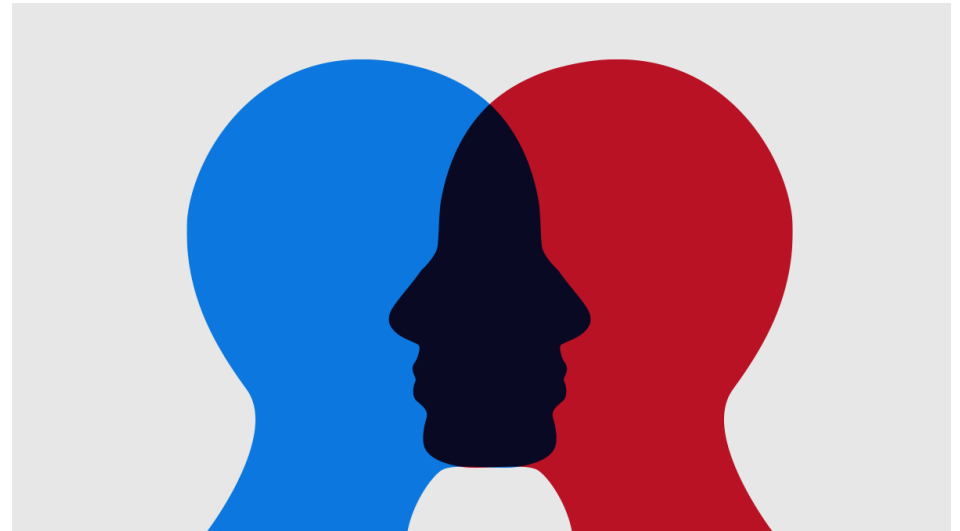
- ✓ Create a sense of urgency
- ✓ Form a powerful coalition
- ✓ Create a vision for change
- ✓ Communicate the vision
- ✓ Remove obstacles
- ✓ Create short-term wins
- ✓ Build on the change
- ✓ Anchor the change in your culture



Kotter, J. P. (2011). *Leading change*. <https://doi.org/10.15358/9783800646159>
MindTools | Home. (n.d.). <https://www.mindtools.com/a8nu5v5/kotters-8-step-change-model>

“Everything looks like a failure in the middle.”

- Tune into the environment.
- Check the vision.
- Test support.
- Examine progress.
- Search for synergies.





Takeaways - Lightening Round

What was of value?
What will you do by next Tuesday?

Check out the Archives!

Find the Recordings of *More of a Good Thing* and *Leading with Purpose* (this series) ... Along with Other Resources

<https://paltmed.org/goodthing>

The screenshot shows the PALTmed website with a navigation menu including MEMBERSHIP, EDUCATION, PALTC PROFESSION, RESOURCES, ADVOCACY, PUBLICATIONS, and ABOUT. Below the menu is a breadcrumb trail: Home / More of a Good Thing. Social media icons for Facebook, Twitter, LinkedIn, and Instagram are visible. Two main promotional banners are featured: one for 'More of a Good Thing' with a thumbs-up icon and the text 'A Framework to Grow and Strengthen the PALTC Careforce', and another for 'Leading with Purpose: 8 Strategies for Engaging Your Careforce'. To the right, logos for 'The John A. Hartford Foundation' and 'Jewish Healthcare Foundation' are displayed under the heading 'GENEROUSLY SUPPORTED BY'. A yellow box at the bottom right contains the text 'Save the Dates' followed by 'More of a Good Thing Monthly Roundtable Discussions' on Thursday, October 10, 2024, from 4:00-4:45 PM Eastern, with a 'Fee: Free' and a 'REGISTER NOW' button.

A Framework to Grow and Strengthen the PALTC Careforce

More of a Good Thing expands upon the already successful, evidence-based 4Ms Framework of the Age-Friendly Health System to address the needs and well-being of staff. In 2022, PALTmed convened a series of six virtual roundtable discussions guided by the themes of the 4Ms for Staff: What Matters (facility culture and respect), Medication (health promotion and workplace safety), Mentation (mental health and emotional well-being of staff), Mobility (opportunities for personal growth, ongoing education, and career advancement).

With generous funding support from the Jewish Healthcare Foundation and The John A. Hartford Foundation, PALTmed is building upon its previous work with new sessions that highlight how nursing home leadership can positively impact facility culture and develop effective policies to help grow and strengthen the PALTC Careforce from within.

Leading with Purpose: 8 Strategies for Engaging Your

Save the Dates

More of a Good Thing Monthly Roundtable Discussions
Thursday, October 10, 2024
4:00-4:45 PM Eastern
Fee: Free

[REGISTER NOW](#)

Our Last Session in this Series!
October 17th at 4:30 PM EDT

*Age-Friendly
Health Systems is a
Careforce Strategy!*

With a Special Guest!

Taylor McMahon, RN CNDLTC, Director of Nursing at Presbyterian Senior Care, Pittsburg, PA will share a case study of AFHS and its impact on the team.



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References

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- *Ten reasons people resist change*. (2018, September 26). Harvard Business Review. <https://hbr.org/2012/09/ten-reasons-people-resist-chang>