

Developing the Leadership Potential of Nurses in Long Term Care

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Leadership



Leadership is a process of, “involving people, getting their commitment, and energizing them to participate in the tasks related to achieving mutual goals”

(Hibberd and Smith, 2006, p. 370).

Introduction as to who I am

- I am responsible for facilitating skill mix change in Long Term Care.
- Determine the appropriate number of regulated and unregulated employees required for safe, efficient, and quality resident care.
- Energize, commit, and participate

I am here to discuss Potential

- Is to stay true to the conference title and discuss what potential means especially in terms of how individuals that presently work within Eastern Health have the potential to be *stronger* leaders.

What is Potential?

Potential is...

...the capacity to be in
a different and more
completed state.

Aristotle Metaphysics

Precursors

- Regulatory Bodies: Changes in CLPNNL Scope of Practice and ARNNL Position Statement
- Professional Practice: Job Descriptions
- Skill Mix Team: Role Clarification
- Pilot Project

Model of Care

- Changing the model of care
- Changing how work is organized
- Working to a full Scope of Practice

Staff Involvement

- Research Component
- Education
- Site Implementation Team
- Management Workshops

Clinical Leadership

- Registered Nurses plan and coordinate care, provide leadership, and link between resident, physician and other members of the health care team.
- LPNs have the necessary education and training to assess health status, provide direction for coworkers (PCAs), and to ensure the plan of care is implemented.

Our Goal is Clear

- Long term, sustainable, resident focused care.
- In order to accomplish this goal we need to empower people, foster communication and provide individuals with the tools necessary for success.
- In short, we need them to fulfill their potential and become *stronger* leaders.