



# **A DIRECTOR OF CARE'S PERSPECTIVE**

**OLTCA APPLIED RESEARCH EDUCATION DAY  
FEBRUARY 13, 2013**


# RESPONSIVE HEALTH MANAGEMENT (RHM)

- RHM – 5 homes
  - 780 LTC beds
  - Smallest home is 108
  - Largest home is 218
  - Reduced capacity of this position (average LOS DOC is approx. 2 years )
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# ROLE OF THE DIRECTOR OF CARE

- Administrative responsibilities
  - Clinical Accountabilities
  - Compliance
  - Quality and Risk
  - Financial accountabilities
  - Human Resources
  - Advocacy for Residents and Families
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# CHALLENGES TO CLINICAL LEADERSHIP

- Understanding the LTCH environment
  - Leadership skills
  - Clinical competency
  - Strategic planning
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# CHALLENGES TO CLINICAL LEADERSHIP

- Quality and Risk
  - Human Resource Skills:
  - Financial Management:
  - Advocacy and family /staff concerns
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# STRATEGIES TO STRENGTHEN CLINICAL LEADERSHIP

- The Nursing curriculum needs to reflect Leadership as a dimension of practice
  - Specific educational preparation for the DOC role in LTC
  - Lifelong Leadership development
  - On-going training courses specific to the DOC role in LTC
  - Career opportunities in LTC
  - Provide opportunities in the workplace to add supervisory experience
  - Funding to support Orientation of new DOC
  - Grow Your Own
  - Research
  - Succession Planning
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**QUESTIONS????**

