

P8 - RIDING THE WAVES OF CHANGE

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Brief Description of Research or Project: We recognize the importance of both Management Leadership & Front Line Staff Leadership. Our innovative PSW Support Manager position was developed to assist us through the waves of change our home has experienced. Our PSW Support Manager supports the front line PSW staff through Gold Standard Education. Our RN Clinical Team Leader supports the front line Registered staff in the same fashion. Our RAI Coordinator supports the multidisciplinary team through coding and education. Our DOC oversees the entire program and supports the nursing & front line leadership to ensure excellent care to our 98 residents in our rural home. **Why is this research important to profile at the Research Day 2014?** These are some of the reasons we feel our home can share expertise @ LTC Research Day: -sharing "good things that work" enhances the care that all seniors in Ontario receive -we are an Innovative Long Term Care Home; we have a strong Nursing Leadership team of 4 women who consistently work together to improve the lives of residents and staff in our long-term care home -change is often difficult for people to work through & our home has successfully rode the waves of change ie – technologically advanced - LTCHA Implementation ... responsibilities & education that is required by it - long service employees / we continue to be an employer of choice - change of ownership (Family for profit to Board of Director model)