



OANHSS

# Excelling as a Nurse Leader in Long Term Care

A Program of the Ontario Association of Non-Profit Homes  
and Services for Seniors (OANHSS)



## 3-Day Certificate Program - Fall 2011

(3 one-day sessions approximately a month apart)

The demand for leadership from professional nurses working in long term care homes extends beyond clinical and care practices to include broader organizational issues. The **Excelling as a Nurse Leader in Long Term Care Certificate Program** addresses these challenges. This new and unique program works with RNs and RPNs and their organizations to overcome gaps in nurses' leadership skills. By building on existing strengths, the program assists the professional nurse in the acquisition and practice of new skills required of the complete nurse leader, such as empowering staff, holding people accountable, assertively communicating, and collaboratively problem solving.

The **Excelling as a Nurse Leader in Long Term Care Certificate Program** is designed from an adult-learning perspective. Participants are provided a supportive environment to experiment with leadership concepts, emerging from the program with a renewed commitment to the changing role of the nurse leader in long term care.

*"I loved this workshop. I've attended dozens of workshops/classes over the years and this leadership workshop exceeds, by far, all that I've attended to date. I have retained and been motivated to retain and apply all aspects of this workshop."*

*"The Leadership Training Program has assisted registered staff in not only identifying the need for improvement but by increasing their ability to take assertive and decisive steps to promote and affect change through others ... The overall effectiveness of the learning experience has given our county homes incentive to continue to budget for future leadership training for all registered staff." (Administrator)*

### Program Overview

#### Day 1 – Making the Transition: Nurse to Nurse Leader

- ◆ Aligning personal mission, vision, & values as a leader
- ◆ Understanding human motivation

#### Day 2 – Effective Leadership: No One Way Is Best

- ◆ Principles of empowerment
- ◆ Identifying and applying appropriate leadership styles

#### Day 3 – Assertive Leadership: Collaborative Accountability

- ◆ Enhancing staff relationships through collaboration
- ◆ Confronting and managing interpersonal conflict

### Locations & Dates

Host/City Location	Program Days	Mngr Session*/Time
1. Toronto <a href="#">Belmont House</a>	September 26, 2011 October 24, 2011 November 21, 2011	September 7, 2011 2:00 PM

### Who Should Attend?

- ◆ RN and RPN Front Line Supervisors
- ◆ Nurse Coordinators and Unit Managers
- ◆ Administrators and/or Directors of Care - Managers  
2 hour training session

### Program Delivery

- ◆ \* Managers' 2 hour online orientation session (required participation)
- ◆ 3 one-day sessions approximately a month apart for nurse participants

### Unique Program Components

- ◆ Managers' handbook to guide managers in their support of participants' developing and applying leadership strategies
- ◆ Online pre & post program assessments (participant and manager) – validating new knowledge & behavioural change
- ◆ Online pre program resources
- ◆ Practicum following each training day – demonstrating leadership at work

### Queries or Registration Info

Call Silver Meridian at 905-433-0040 or  
email [kritchic@silvermeridian.com](mailto:kritchic@silvermeridian.com)

### Presenters:

Darlene Legree and Ron Martyn, co-owners of Silver Meridian, were the lead consultants in developing this program in collaboration with the demonstration partners. Both individuals provide training and consulting on care practices and organizational dynamics in long term care across Ontario.



# Excelling as a Nurse Leader in Long Term Care Registration Form Fall 2011



## 4 WAYS TO REGISTER

**Phone:** 905-433-0040 **Fax:** 905-433-0051 **Email:** [kritchie@silvermeridian.com](mailto:kritchie@silvermeridian.com)  
**By Mail:** Silver Meridian, 1621 McEwen Dr., Suite 28, Whitby, ON L1N 9A5

Funding assistance  
may be available  
through  
RNAO/RPNAO  
See below

If registering within 10 days of the start of the program, please phone to confirm seat(s).

Name(s) (Please Print)	* Registrant's Email Address (required)	Organization's Name	Seminar Location

**All registrant names must be submitted at one time to qualify for home(s) discount.**

\* Manager Contact Name(s): \_\_\_\_\_ / \_\_\_\_\_  
(Required)

\* Manager Email(s): \_\_\_\_\_ / \_\_\_\_\_  
(Required)

Organization's Phone: \_\_\_\_\_

Number of Participants: \_\_\_\_\_ @ \_\_\_\_\_ ea. = \$ \_\_\_\_\_  
+ HST .13% \_\_\_\_\_ = Total: \$ \_\_\_\_\_

Schedule		Program Registration Details
<b>DAY 1</b>	8:30 AM—4:00 PM	1 – 4 people - \$520.00 per person (plus HST)** 5 or more people - \$480.00 per person (plus HST)** (from same organization) <b>Please note that the above costing is for all 3 days of the program</b>
<b>DAY 2 &amp; 3</b>	8:45 AM—4:00 PM	

\*\* Fee includes lunch, breaks and resource materials. Silver Meridian reserves the right to cancel or reschedule this program

**\*All registered participants will receive a confirmation email that includes instructions for completing the online pre program assessment and accessing the pre program resource material. In addition the participant's manager will receive an email with instructions for completing the manager's online pre program assessment of the participant(s).**

**Privacy Statement:** Registration information is collected to process registrations and payments for training programs, correspond with registrants, and notify participants about other Silver Meridian programs. If you do not wish to have your registration information used for these purposes, please contact Silver Meridian at 905-433-0040.

**Funding Assistance:**

RNs, RPNs or the employer, may apply to their respective associations (RNAO & RPNAO) for potential tuition reimbursement for this certificate program.

**For further information contact Silver Meridian.**

Telephone: 905-433-0040 / Fax: 905-433-0051 Web: [www.silvermeridian.com](http://www.silvermeridian.com)

Email: [kritchie@silvermeridian.com](mailto:kritchie@silvermeridian.com)