



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 2010

(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. Cornwall St. Joseph's Cont. Care Centre	MAR. 8 MAR. 29 APR. 19	Early March 2010
2. Ottawa St. Patrick's Home of Ottawa	MAR. 9 MAR. 30 APR. 20	Early March 2010
4. Sarnia (Petrolia) Lambton Meadowview Villa	MAR. 22 APR. 12 MAY 3	Early March 2010
5. London (Dutton) Bobier Village	MAR. 23 APR. 13 MAY 4	Early March 2010

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
kritchie@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.



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Registration Form - Fall 2010



4 WAYS TO REGISTER

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

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

Funding assistance
may be available
through
RNAO/RPNAO
See below

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. = \$ _____
+ GST .05% _____ = Total: \$ _____

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

** 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
Email: kritchie@silvermeridian.com