

The LEAP Leader

WINTER 2007

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Memorial Health
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Upcoming LEAP Train-the-Trainer Workshops

Hinsdale, IL
February 7-8

Evanston, IL
March 14-15

Minnesota
April 10-11

Hinsdale, IL
April 11-12

Evanston, IL
May 15-16

Columbia, SC
June 11-12

Hinsdale, IL
June 13-14

Call for details:
(847) 492-6774

With the holidays of '06 behind us, it's a new year and a new outlook... Welcome to the newest edition of *The LEAP Leader*!

Your continued commitment to **culture change** has been amazing. By "taking the LEAP," you're **building relationships** among staff, residents, and families, **empowering** nursing staff, and delivering **person-centered care**. And as we have done in previous newsletters, we're sharing your success stories. Thanks for reading!

Your contributions are amazing — keep up the great work!

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LEAPING BEYOND EXPECTATIONS

Community: Kalkaska Memorial Health Center Saint Elizabeth Home
Location: Kalkaska, Michigan East Greenwich, Rhode Island

Renee Cunningham, Director of Nursing at Kalkaska Memorial Health Center, attended a LEAP workshop in March 2004, and since then, 15 nurses and 19 Certified by Exam Nursing Assistants (CENAs) have been trained with LEAP.

When asked to compare LEAP with other staff development programs, **Lynaia Jackson**, CENA II, remarked, "Past programs promoted teamwork but never really encouraged personal growth and excellence in all aspects of the work day. LEAP promotes professionalism, and as our program matures, we are finding new ways to support the nurses by helping with paperwork, developing turn schedules, and performing bladder scans."

"LEAP [teaches you to] care about the person you are speaking to. Also, when a nurse assistant comes to us with a problem, we know to give them our full attention instead of multitasking," added **Marjorie Brunett**, RN.

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If your community would like to be featured in the next *LEAP Leader*, contact Janis Engelsman at (847) 492-6817 or jengelsman@matherlifeways.com.

The LEAP Leader

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Janelle Hackett, Staff Development Coordinator at Saint Elizabeth Home, attended a LEAP workshop in August 2005. She noted that LEAP is not another thing to do, but a different way to do the things you are already doing.

In order to accommodate the staff's schedules, Hackett had seven training sessions over a four-week period. Employees were asked to attend immediately after or before their shifts and were paid for their time. Throughout the four weeks, supervisors received updates about the staff's progress through a newsletter put together by the LEAP Specialist. Needless to say, a lot of communication channels were open, which further fostered positive working relationships.

At press time, Saint Elizabeth Home was completing its first mentoring program for seven new hires, all of whom said they felt welcomed and needed and that they had someone to rely on as a "buddy" – all outcomes of LEAP's principles. Last year, Saint Elizabeth Home's nursing turnover rate was 67%, and to date it is only 28%! "We are getting the right staff and keeping them," said Janelle.



From left to right: Amy Petersen, LPN, Donald B. DePeel, and Katherine F. DePeel celebrating the holidays at Kalkaska Memorial Health Center



St. Elizabeth showcases its LEAP Certificates



Is your senior living community ready for a manmade or natural disaster?

PREPARE

Check local workshop dates at
www.matherlifeways.com/prepare or call (888) 722-6468.

Build Relationships, Empower Work Teams, Deliver Person-Centered Care

Renew Today!

Thank you to everyone who has renewed their LEAP licenses over the past year! We've had a tremendous response, and as many of you know, we just released the License Renewal Year 2 Kit. After only three months, nearly 25 communities have renewed their licenses!

The Year 2 Kit includes:

- Level 3 CNA Specialist Modulettes
 - *Health Problems Common to Long-Term Care Residents*
 - *Physical and Psychological Changes Common to Long-Term Care Residents*
 - *Nutrition and Hydration in Long-Term Care Residents*
- Level 3 CNA Specialist Career Guidelines
- CD-ROM with Printable Modulettes and Template for Admissions Brochures
- Additional Access to LEAP Web Courses for Nurses

License Renewal Year 3 Kit's CNA modulettes, *Dementia Care*, will look closely at what personhood really means in the life of an older adult who has dementia. Through the use of highly interactive exercises, these four modulettes will help CNAs experience and understand what dignity, remaining abilities, effective communication, and meaningful activities really mean on a day-to-day basis when bringing person-centered care to residents.

To order your License Renewal Year 2 Kit, please contact Keenan Jensen at (847) 492-6774 or kjensen@matherlifeways.com.



Tell Us...

Many of you have voiced a desire to bring LEAP training to other disciplines in your community. We're considering adapting the current LEAP program to address the needs of your staff in other departments. We value your input and would like to know if you'd be interested in bringing LEAP to other departments in your community, and if so, which departments.

Please pass along your thoughts and suggestions to Janis Engelsman:

 (847) 492-6817

 jengelsman@matherlifeways.com

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Goodbye and Thank You!

I've left Mather Lifeways to explore new horizons! During my time with the LEAP program, I have gotten to know so many of you and it's been a rewarding and fun ride. I leave behind a very competent and caring LEAP staff at Mather Lifeways who will continue to assist you:

Janis Engelsman: (847) 492-6817 or jengelsman@matherlifeways.com

Keenan Jensen: (847) 492-6774 or kjensen@matherlifeways.com

I look forward to seeing you during my explorations in the future!

-Joni Gatz-Bauman