

Dynamic DON Series



Session Title: Risk and Human Resource Management

Presentation Date: 03/16/2023

Presented By:

- Janine Lehman, RN, RAC-CT, CLNC
Clinical Consultant

Contact Person: Janine Lehman, RN, RAC-CT, CLNC 812-471-7777 jlehman@proactivemedicalreview.com
Proactive Medical Review and Consulting

Course Description:

This 6-week webinar series runs March – April 2022 and focuses on skill building for serving effectively as the Director of Nursing with an emphasis on effective leadership and staff engagement, nursing operations and systems of care for common conditions treated in the LTC setting. Guidance will include strategies for avoiding common deficiencies, staff training/competency, performance improvement and QA activities targeting QM areas, fundamentals of SNF/LTC reimbursement and oversight of MDS performance and promoting 5-star quality. This session will focus on Risk Management and Human Resources including: The requirements and key components; responsibilities and role of the DON in oversight and addressing risk areas and HR Management; staff training objectives; hiring/firing and disciplinary action guidance; and staffing sources and employee retention.

Projected Learning Outcomes/Course Objectives: At the conclusion of each session, the learner will:

1. Identify the requirements/key components of Risk Management and HR Management.
2. Be familiar with the role and responsibilities of the DON in a successful Risk Management and HR Management program.
3. Recognize staff training objectives and tips for an effective Risk Management program.
4. Be familiar with hiring/firing and disciplinary action strategies.
5. Describe sources for possible staff hiring.

Course Content

20 minutes: Risk Management regulatory requirements, key components, and DON role/responsibilities

20 minutes: HR Management requirements, key components, hiring/firing action strategies and DON roles/responsibilities

15 minutes: Staff training objectives and tips

5 minutes: Questions and Answers

Target Audience: Nursing Leadership

Instructional Level: Intermediate

Contact Hours: 1.0