



PADONA/LTCN

Pennsylvania Association of
Directors of Nursing Administration

DEDICATED TO SERVICE
COMMITTED TO CARING

OCTOBER 2014



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PADONA E-News

Dear PADONA Member: I am very pleased to share with you the article ***Twenty Seconds of Insane Courage*** by Leta Beam. Leta is President of Vantage International, a Leadership and Business Coach, International Professional Speaker, and Author of ***TAKE THE LEAD! Full-Throttle Engagement Powered by Coaching***. She will be presenting ***Leading from Your Seat*** at our 2015 convention on Wednesday March 25th.

In the very near future, we will be sending out to all PADONA members who do not renew their membership a short survey. We are continually striving to improve our organization and are hopeful their input will guide us in this quest. The membership committee would like to have a recruitment day at members' facilities and communities to familiarize nurses with the services PADONA has to offer. If any of you would be willing to let us utilize your facility to set up a table or would be willing to go to a neighboring facility to operate a table I would like to hear from you.

We recently emailed all members the 2015 convention announcement. If you would like to take advantage of the early bird rate, send us your registration and payment prior to November 15th. And most importantly, if you will be staying at The Hotel Hershey, call them directly at 717-533-2171 to make your reservations.

Please contact me if I can assist you or you have any questions. I may be reached at 610-847-5396 or padona@epix.net.

Susan Piscator

PADONA Chair, Board of Directors / Executive Director

Twenty Seconds of Insane Courage

By Leta Beam

One of my favorite 'feel good' movies is **We Bought A Zoo**, starring Matt Damon and Scarlett Johansson. What can I tell you, I'm a sucker for sweet stories that include animals! The way that the characters used language so creatively is part of what made it special for me as well. One of my favorite quotes comes from Matt Damon's character, Benjamin Mee. He shares a life lesson with his son by saying: "...Sometimes all you need is 20 seconds of insane courage. Just literally, 20 seconds of embarrassing bravery..."

I think that's equally applicable to everyday leadership. In order to 'lead from your seat' each day, you don't need to be perfect; you don't even need to be 'on' every single moment. What you do need are mini bursts of organizational bravery throughout your work day – twenty seconds of insane courage – to challenge same old same old thinking; to try something different and better; to do the right thing; to behave as an adult; to help a colleague to be successful; or to simply choose to be happy and optimistic.

Big doors swing on small hinges --- it is the little stuff that we do consistently throughout our day that adds up to big change and even bigger opportunity. That's what everyday leadership is all about!

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Today, make that your mantra --- 20 seconds of insane courage. Consider it a leadership dare! And to jump start your thinking, here are some everyday examples of organizational bravery:

1. Avoid the temptation to join in on gossip or griping
2. Ask for help
3. Accept responsibility rather than make excuses or throw blame
4. Warmly welcome a new member to your team
5. Agree to try something that scares you – e.g. give a presentation
6. Really listen to the feedback that someone is giving you, especially if it is difficult to hear
7. Say no to an unreasonable request
8. Mend a relationship, even if it includes apologizing and/or forgiving
9. Discuss the ‘elephant in the room’ at a meeting
10. Have lunch with someone new, who’s not part of your inner circle.

Take the dare yourself today! It’s simple but not easy. And pass the dare on to one other person tomorrow.

DON Certification Course

Location: Blair County Convention Center, Altoona, PA 16602

Dates: November 4, 5, 6 and 7, 2014 (Tuesday - Friday)

Registration: Registration fee of \$790.00 (for the 4 day comprehensive program, not including the sleeping room) includes:

- 4 days of programming (covering legal aspects, human resource management, federal and state regulations, survey process, MDS 3.0, financial management, reimbursement, quality measures/quality assurance and operations management)
- Extensive handout/reference material available to be downloaded prior to the program
- The exam (once only) is included and \$100 additional fee if the exams needs to be retaken
- Breakfast, breaks and lunch on November 4, 5, 6 and 7, 2014
- Up to 26.0 contact hours

Register Today at <http://www.padona.com/pennsylvania-pa-long-term-care-nursing-continuing-education.html>

Sign Up Early for the PADONA 27th Annual Convention in Hershey March 25-27, 2015

Register early to receive our early bird discount. Please be sure to PAY by November 15, 2014

(not just register by that date) to receive the discounted rate and check the appropriate amount based on your membership status.

Below is a sampling of our speakers and tentative lecture titles:

- Balancing Your Life in the Midst of Change – Kathleen Pagana Ph.D, RN
- Documentation and Legal Risks – Paula Sanders Esq.
- Leading from Your Seat – Leta Beam
- MDS 3.0 Basics for DONs – Sophie Campbell MS, RN, CRNRN, RAC-CT
- Inappropriate Medications in the Elderly - What to Stop and Start – Emily Mallit Pharm.D
- Pressure Ulcers: Choosing the Right Treatment – Nancy Morgan RN, BSN, MBA, WOC, WCC
- Dining Standards and Culture Change – Becky Weber MS, NHA
- Dementia Care Focused Survey – Tina Hess BS, CMC, CCG

Register and Pay today at <http://www.padona.com/pennsylvania-pa-geriatric-nursing-continuing-education.html>



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Infection Control in LTC

A new Joint Commission online learning module presents information on how to apply high reliability principles to reduce infections in long-term care settings such as nursing homes and assisted living facilities.

The educational program, "Applying High Reliability Principles to the Prevention and Control of Infections in Long Term Care," was partially funded through a conference grant from the Agency for Healthcare Research and Quality (AHRQ).

The module takes 50 minutes to complete, is user-friendly, and can be watched in one sitting or in two parts.

There is no cost involved, and it can be accessed online or in a CD format.

<http://www.jointcommission.org/HRipcLTC.aspx>

Please Read Important Message

Dear PADONA Members,

This is to advise you that it was brought to our attention by a PADONA member that someone called to say he needed the last four digits of her social security number to process a PADONA payment. The only contact you would receive from PADONA would be Candace Jones or myself, and we never need social security information for processing a payment.

Susan Piscator
Chair, Board of Directors / Executive Director

PADONA Nursing Education Scholarships

Each year we award three scholarships to members. Members can also recommend a facility or family member to receive a scholarship. We award an additional scholarship to a member to attend our annual DON certification course. We also award a scholarship to a member to attend our annual convention.

A scholarship application must be completed and all steps taken for the entry to be reviewed by the scholarship committee. See additional details for the scholarships at <http://www.padona.com/pittsburgh-pa-long-term-care-nursing-continuing-education.html>

Your application must be submitted by December 31, 2014 to the PADONA Scholarship Committee. Please e-mail applications to padonaadm@aol.com or fax to 856-780-5149

Welcome New Member!

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|---|---|
| • Sharon Christian - Wayne Woodlands Manor - Area III | • Warren Hall - Wayne Woodlands Manor - Area III |
| • Stacie Cox - Innovative Pharmacy - Area III | • Edna Huber - Centre Crest - Area II |
| • Susan Dsouza - Mt. Hope Nazarene Retirement Community Area II | • Sheryl Hupczey - The Manor at St. Luke Village - Area III |
| • Jenna Gabriel - Area III | • Lauren Jones - Country Meadows - Area I |
| • Sara Gigliotti - The Middletown Home - Area II | • Cindy Rice - Presbyterian Senior Living - Area II |