



Who Has What it Takes?

*PADONA*

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# Vital - Succession Planning

*“The development of future leaders is a vital obligation for current nurse leaders. Yet despite recognition of the need to do succession planning, the absence of an adequate leadership pipeline has been cited as a key challenge in nursing today.”*

*-Nursing World, January 2016*

# The Perfect Storm



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# Nurse to Nursing Director?



# What are Desired DON Skills?

1. Supervisory skills
2. Long-term care
3. Scheduling
4. Staff management
5. Legal compliance
6. Nurse management
7. Staff development
8. Treatment planning

# Know What You Seek

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# Polling Question

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What are you looking for in a DON?



# Great Clinical Foundation

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Interview

Develop

# High Emotional Intelligence

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Interview

Develop

# Excellent Communicator

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Interview

Develop

# Passion

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Interview

Develop

# Responsible, Accountable

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Interview

Develop

# DON Deposition Nightmare

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“She Will Be Fine.”

# Why the Nightmare?

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- 1 – Nurses have Answers.
- 2 – Nurses Volunteer Information.
- 3 – Nurses Form Opinions
- 4 – Nurses Defer to Authority

# Even the Best DON..

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1. Needs help to understand difference between regulation and standard of care
2. Needs training to understand difference between deficiency and breach
3. Needs education to see the difference between regulatory compliance and managing expectations



*Questions?*

