

STANDING ON BUSINESS

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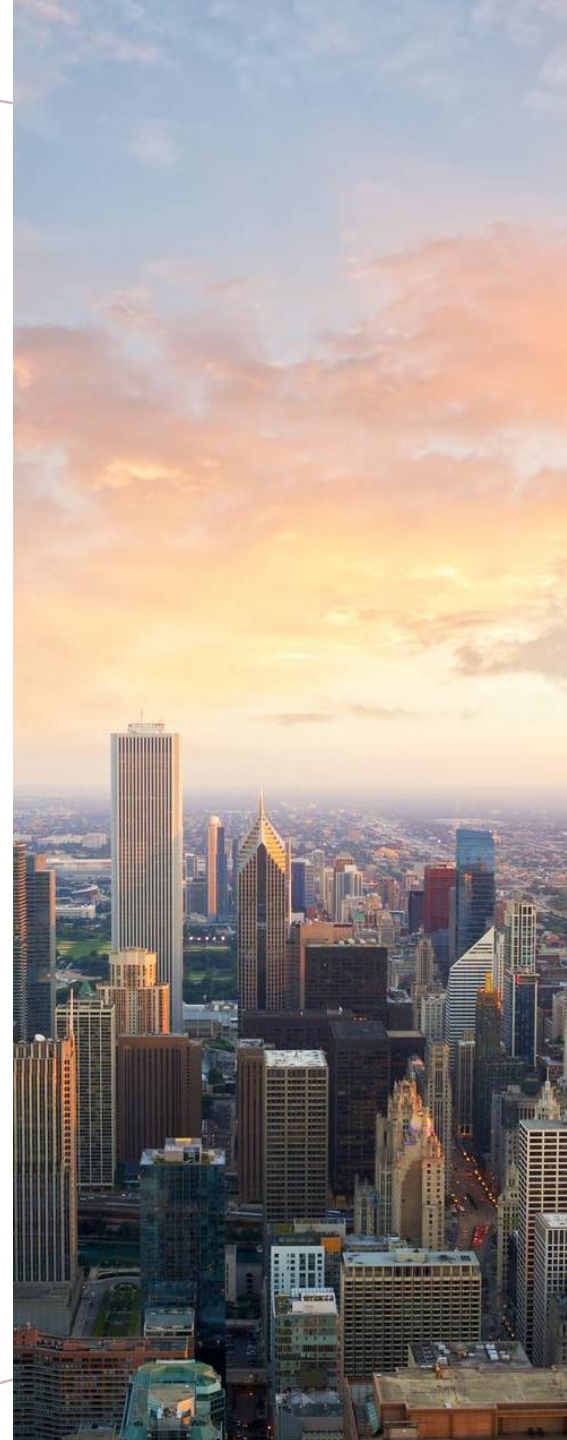
Introduction

Taking Care of Responsibilities

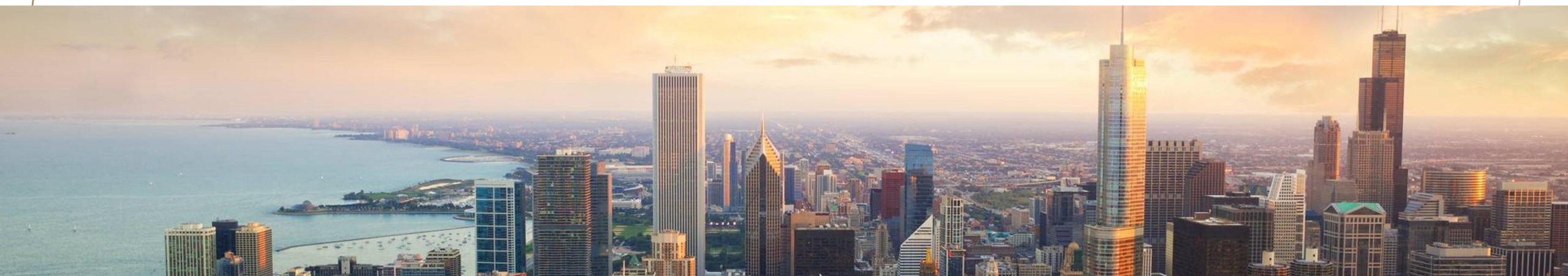
Professional Integrity

Follow Through

Manager Vs Leader



*WHAT DOES IT MEAN TO STAND
ON BUSINESS?*



TAKE CARE OF RESPONSIBILITIES

KNOW WHAT BUSINESS YOU SIGNED UP TO BE RESPONSIBLE FOR.

CONSIDER THE COST AND EVALUATE YOUR LEVEL OF COMMITMENT.

TAKE ACTION AND FOLLOW THROUGH ON YOUR COMMITMENTS.





TAKING CARE OF RESPONSIBILITIES

- The responsibility is our to know our limits and allow others to help us. As DON sometimes we feel the way to get it done is to: DO IT MYSELF !!!!
- This attitude increasing our workload.
- Takes the focus from another important task.
- Increases Stress



PROFESSIONAL INTEGRITY

- Align your actions with core values
- Be Authentic
- Demonstrate Resilience
- Demonstrate Accountability



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PROFESSIONAL INTEGRITY

1. Honesty and Truthfulness
2. Confidentiality
3. Fairness
4. Dependability
5. Objectivity
6. Upholding Company Values

PROFESSIONAL INTEGRITY

- We all make mistakes!!! Don't cover it, own it, and fix it!
- [Nursing Mistakes Meme | TikTok](#)



PROFESSIONAL THROUGH

- Honesty and Truthfulness- Do not be known as the one who breaks confidence. Know what is private and not to be shared except for with parties that need to know.
- Confidentiality - Treat everyone equal and make decisions that is best for the residents, your team, policy & procedures, and alignment with your company. (Be willing to put others first and ourselves last for the betterment of the team and our profession.
- Fairness- impartial and just treatment or behavior without favoritism. Treat all team members with respect and dignity.
- Dependability- Showing up , Being Ready, and Motivated/Energetic (Team members depend on us not just to be present but to lead by example).
- Objectivity
- Upholding Company Values

FOLLOWING THROUGH

- Continue in Action until the End!!! Do everything possible to accomplish what you set out to do.
- Discipline
- Encouragement
- Implementation
- Standing Firm on Business

The background features several thin, light brown lines that intersect to form a series of irregular, overlapping polygons. These lines are positioned around the perimeter of the slide, creating a modern, architectural feel.

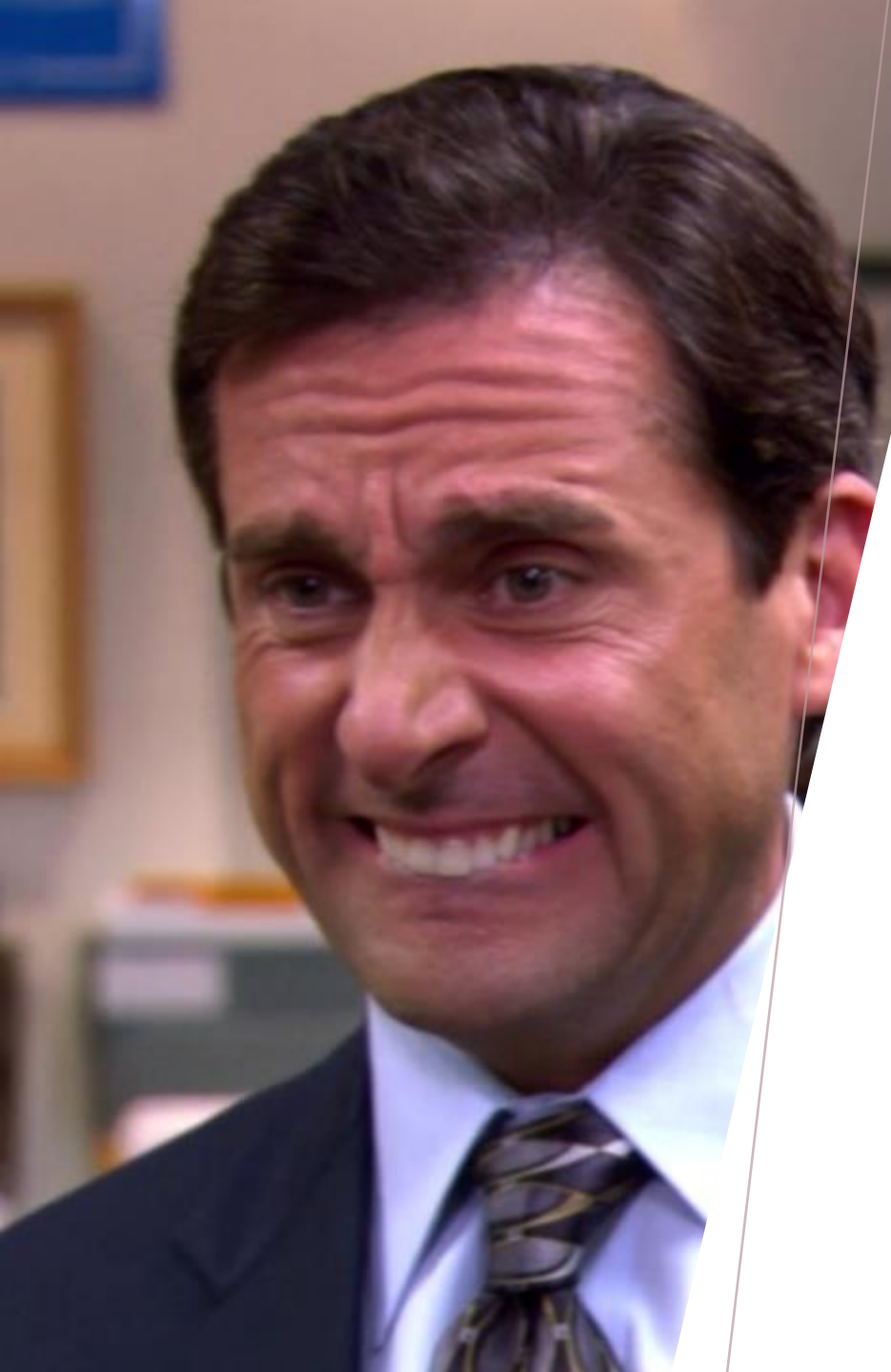
MANAGERS *VS* *LEADERS*

 TikTok
@saraisthreads

The dedicated manager.

 TikTok
@saraisthreads





MANAGER VS LEADER

- Managers often dictate orders with I am the “Boss” type attitude.
- Managers focuses more on the current systems, and the way things have always been, and shy away from change.
- Are you managing you binders or are you growing your team?
- Example of a manager: Michael Scott. Dunder Mifflin Regional Manager

LEADER VS MANAGER

- Management is a part of Leadership, but Leadership is not part of Management.
- If all we do is manage, we will not move forward.
- We can experience limited success but we will not realize goal achievement.





LEADERSHIP

- “Leadership is the capacity to translate vision into reality” Warren Bennis
- What is the vision for your facility?
- Where is the final destination you want to be?
- Does your team know where you are going?
- How do you get there?

HOW DO YOU GET THERE?

1. When you foster the “Standing on Business ” approach, it introduces nurse leaders to a structured format for daily management in the LTC setting.
2. This can facilitate the delivery of care which upholds clinical standards of practice and fosters compliance with regulatory compliance.
3. Systems are your friends.



SYSTEMS

- Before I learned the value of systems, I survived as a young DON by high energy alone. I was on a real short path of burnout.
 - To be successful systems must become a priority.
 - Priorities must be understood and shared by the team.
 - In order for you to be successful, your priorities must mirror that of your supervisor.
 - In order for your team to be successful, their priorities must mirror yours.
- CNO – RNC – DON
 - DON – ADON – Floor Nurse - CNA

WHAT SYSTEMS ARE IN YOUR TOOLBOX?



MORNING CLINICAL MEETING



Most important tool you got



This is where the vision becomes reality



A sound meeting means improved outcomes, regulatory compliance, upholds consistent quality of care, allows a place for discussion and improvement.



You cannot move forward without a sound clinical meeting. This system is key.

WHAT DOES CLINICAL MEETING LOOK LIKE?

Completed in the morning, start of business. Gives you legs to stand on.

IDT involvement (does everyone stay for all of it?)

Time frame

Who leads it?

People need to feel safe and free to speak

Follow up is key

EXAMPLES OF SYSTEMS

- Skin
- Coumadin
- Dialysis
- Pain
- Enteral Feeding
- Thicken liquids
- Elopement
- Change of Condition
- Falls
- Weight loss
- Transfers
- Foley
- Incontinence
- Appointments
- Pace Maker
- Advanced Directives
- Lab
- Psychoactive
- Oxygen
- Hospice

JACK OF ALL TRADES

- You cannot be expected to have a perfect knowledge about everything.
 - (Even though as a DON you are kind of expected to)

You must become a “Jack of all Trades”. You must know enough about everything to be able to accurately manage that system.

Example: Skin. We turned our vision into reality



*WHAT YOU
CAN AVOID
WITH PROPER
SYSTEM
MANAGEMENT*

F-880: Infection and prevention control

F-656: Development of a comprehensive care plan

F-842: Resident records- identifiable information

F-755: Pharmacy services/ procedures/ records

F-686: Free of accident hazards/ supervision/ devices

F-677: ADL care provided for dependent residents

F-684: Quality of care

F-609: Reporting of alleged violations

BRIDGING THE GAP



Don't fear the young

The success of the young equals the success of the industry.

The young provide innovation and insight that we cannot see.

Become someone's "Huckleberry". We all need a "go to" no matter experience level.

Newbies, Listen and learn from the Experienced DON's

You are not always smarter than we are.



STANDING ON BUSINESS

- What difference can be made when you stand on business?
 - Regulatory outcomes will improve
 - Resident outcomes will exceed expectations.
 - Greater impact on the residents and the community you serve.
 - Sustain staff for better continuity of care.
 - Decrease the likelihood of burnout among staff. (including yourself)