

GNLA: Preparing the Workforce to Care for Older Adults



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INDIVIDUAL LEADERSHIP DEVELOPMENT

Model the Way

- Sharing my voice and unifying a team
- Enhancing public speaking and building self confidence

Inspire a Shared Vision

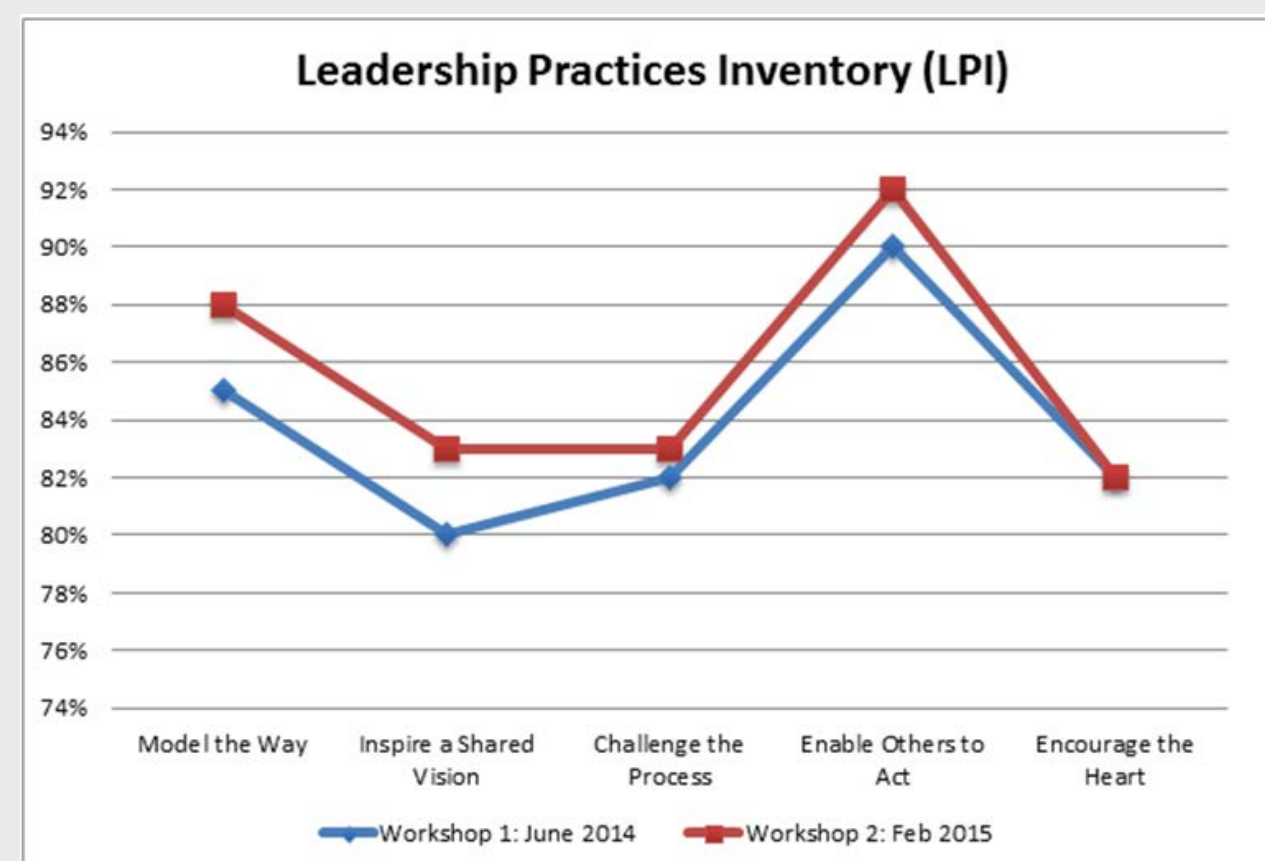
- Develop relationship/partnership with local Senior Center
- Collaborate with multidisciplinary team to establish project team mission and strategies

Enable Others to Act

- Facilitate multidisciplinary team and university collaboration to develop knowledge assessment tool

Outcomes:

- Growth in 4 out of the 5 exemplary practices
- Increased level of comfort and confidence in public speaking
- Seeking new opportunities through recent promotion, facilitation of partnerships, and collaboration with community stake holders



INTERPROFESSIONAL TEAM LEADERSHIP PROJECT

Background

The need to enhance the knowledge and skills in the care of older adults among interdisciplinary healthcare providers

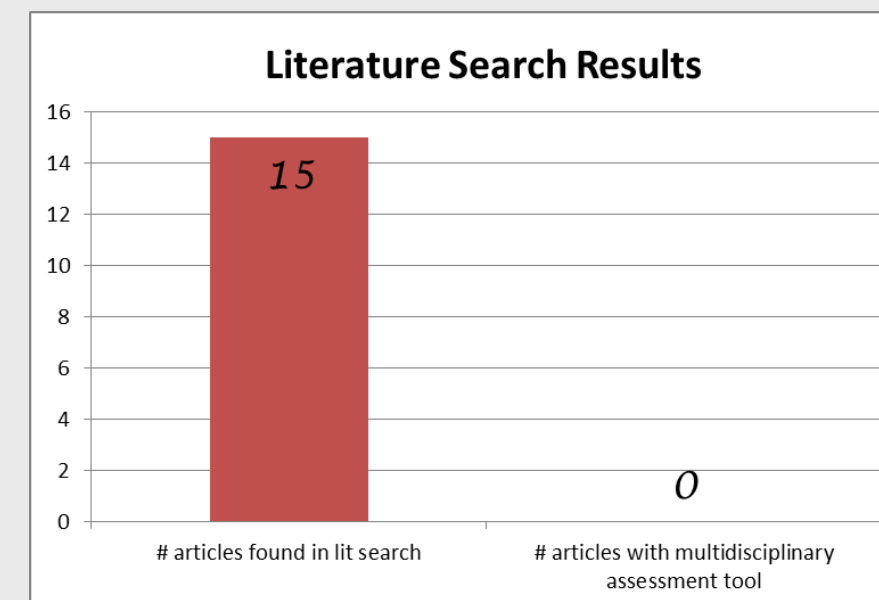
Purpose

To collaborate, educate and conduct research to enhance the quality of life for all people as they age

Methods

Interdisciplinary team conducted literature search on current geriatric knowledge assessment tools

- Search terms used: geriatric, caregiver knowledge, education, continuing education, knowledge assessment, multidisciplinary



Outcomes

- Partnership formed with university to develop tool
- Grant submission to assist with costs of tool development

Implications for the Future

- Creation of a valid knowledge assessment tool
- Implementation of tool on approximately 860 associates at Hendricks Regional Health
- Creation and administration of education based on assessment results followed by post assessment
- Publish tool for health care professionals to access and use to better prepare older adult caregivers

EXPANDED SCOPE OF INFLUENCE

Outcomes

Organization

- Accepted position of Medical/Surgical Units Director
- Appointed as team member for Malcolm Baldrige Quality Award journey and will become an examiner

Community

- Expanded scope of practice from acute care setting to community (i.e. senior health fair and ACO)
- Developed relationship with Senior Center
- Facilitated long term care meetings with local long term care, home health and hospice partners

Profession

- Formed partnership with local university to create a multidisciplinary geriatric knowledge assessment tool
- Attended NGNA annual conference and represented GNLA and STTI



Future Goals

- Implement annual geriatric competency program within organization
- Enroll in DNP program by fall 2017
- Establish first NGNA chapter in the state of Indiana within 5 years (currently about 20 members in IN)