



Nurse Leadership Symposium

November 3, 2022

The Rewind Hotel

6075 Mills Civic Pkwy, West Des Moines, IA 50266

Sponsored by:



8:30 a.m. Registration/Check-in (continental breakfast included)

8:55 a.m. Welcome

9 a.m. – 12 p.m.* Best Practices for Informal Dispute Resolution

*A 15-minute break will be scheduled

The number of deficiencies per survey has increased significantly for providers as well as increased numbers of harm level and immediate jeopardy scope and severity deficiencies. The overall number of deficiencies and harm level scope and severity negatively impacts the provider's 5-star rating, which can affect the provider's public image and reduce the number of potential residents seeking placement in your community. During this session, the process for an informal dispute resolution (IDR) will be discussed including the timeline for requesting an informal dispute resolution, reviewing documentation that can be beneficial for provider's cases during an informal dispute resolution, and educating providers on what documentation can prevent deficient practices. Following the educational presentation, a mock-IDR will be completed with representatives from Dorsey & Whitney, the Department of Inspections and Appeals, a member community, and an independent reviewer.

- Review how deficient practices and harm level scope and severity deficiencies can impact the 5-star rating.
- Establish key dates upon receiving a deficiency that effects the Informal Dispute Resolution process.
- Identify documentation that can be used to support the provider's evidence of compliance.

Becki Brommel, Partner/Attorney, Dorsey & Whitney LLP, Des Moines

Becki Brommel is an attorney at Dorsey & Whitney LLP practicing in the area of litigation and administrative law with an emphasis in health law. She assists numerous long-term care clients and other health care providers with citations and other administrative proceedings, professional licensing, and litigation matters.

12 – 1 p.m. Lunch (included)

1 – 2:15 p.m. Surveyor Guidance for RoPs

On June 29, 2022, CMS issued revised surveyor guidance for nursing home Requirements of Participation (RoPs) in multiple sections of the federal regulations which can impact many areas of care that are provided to residents in nursing homes. During this session, the Iowa Department of Inspections and Appeals (DIA) will review the revisions in the surveyor guidance from Appendix PP, including potential impacts to State interpretations such as abuse reporting timeframes.

- Outline revisions to the surveyor guidance in the nursing home Requirements of Participation.
- Establish areas of care and treatment to residents that will require revisions, including policies and procedures, admission contracts, and resident care practices.
- Identify changes to DIA interpretations and surveyor training that will impact nursing homes.

Vicki Worth, RN, BSBA, LTC Bureau I Chief, Department of Inspections and Appeals, Des Moines

Vicki Worth started her health care career as a dietary aide in high school in 1993. After high school, she went on to receive a Bachelor of Science degree in Business Administration with a major in Marketing. Worth worked in advertising for many years then returned to the long-term care health care industry where she worked as a CNA, LPN, RN, and DON. Worth gained extensive experience in both management and clinical positions for skilled, intermediate, and dementia specific care units. She joined the Department of Inspection & Appeals in 2014 as a long-term care Health Facilities Surveyor conducting recertification and complaint surveys throughout Iowa. Worth promoted within DIA to a LTC Bureau Chief position in August 2020. She oversees surveyors who conduct the survey activities in long-term care facilities as well as overseeing surveyor training.

2:15 – 2:30 Break

2:30 – 3:45 p.m. Identifying Your Leadership Style

Have you ever wondered what type of leadership style suits you best? How about what type of leadership style is best for the staff you lead? Effective leadership is one way to reduce employee burnout (including the leader) and reduce turnover, but sometimes effective leadership is easier said than done. During this interactive session, participants will self-evaluate their leadership style and determine, based on the staff that they supervise, what leadership style is best for them.

- Establish why effective leadership is vital to reducing employee burnout and turnover.
- Identify what employees that each attendee supervises requires in a leader to perform at the highest potential.
- Self-identify what leadership style suits the attendee and examine how each person can adapt to what their employees require in a leader.

Julie Thorson, President/CEO, Friendship Haven, Fort Dodge

Julie Thorson began her career with Friendship Haven as a part-time social worker. She then went on to serve as activity director, admission coordinator, sales director, sales and marketing director, development director, and administrator of the Tompkins Health Center, in 2012 she was named president/CEO. Julie graduated from the University of Kansas with a BA in broadcast news. After working in her field for two years in Mason City, she longed to return to her hometown, so she returned to Fort Dodge and got that first job with Friendship Haven. She knew almost immediately that long-term care was her passion. Julie was the 2018 recipient of the LeadingAge Dr. Herbert Shore Outstanding Mentor of the Year award. She is a graduate of the LeadingAge Larry Minnix Leadership Academy and served as a coach for the Academy during 2020 and 2021. She also completed the LeadingAge Leadership Educator Program in 2019. Julie currently serves as the LeadingAge Iowa board past chair.

3:45 – 4 p.m. Wrap-Up

Education experience can be enhanced when we bring it all together at the end. During our wrap-up, participants will have the opportunity to share what elements they'll implement and the first steps they'll take with this process when they return to their campus.

Kellie Van Ree, Director of Clinical Services, LeadingAge Iowa, Urbandale

Kellie Van Ree started her career in long-term care as a dietary aide, working short shifts after school, later advancing to a certified nurses aide and a certified medication aide. In 2003, Kellie graduated from Kirkwood Community College, serving as an LPN, later returning to Kirkwood to complete her associates degree in applied science and successfully completed RN boards. In 2009, Kellie again returned to Bellevue University to complete her bachelors degree in long-term care administration. In addition to being a state surveyor for a short period of time, Kellie served in many positions throughout a long-term care continuum including a home health nurse, corporate consultant, director of nursing and administrator before becoming the director of clinical services with LeadingAge Iowa.

Registration Information

Register at www.LeadingAgeIowa.org/NLS.

LeadingAge Iowa Member	Early Bird Fee Before Oct. 19	Standard Registration Fee After Oct. 19
Individual Rate	\$225	\$250
Group of 2 from the same campus**	\$430	Not Available – use Individual Rate
Group of 3 from the same campus**	\$600 Best Value!	Not Available – use Individual Rate
Prospective Member		
Individual Rate	\$450	\$475

**This registration type allows for up to 2 or 3 people from the same campus to register for one flat fee! To register at this rate, you will need to select either the Group Rate of 2 People or Group Rate of 3 People on the online registration form and include the names and other demographic information requested.

Registration fees include seminar instructions, digital handouts, light breakfast, lunch, refreshment break, and CEU/attendance certificate.

Refund Policy

The online registration deadline is Nov. 1, 2022. Phone and onsite registrations starting Nov. 2 will incur an additional \$25 processing fee. No-shows will be billed. Substitutions welcome anytime via fax or email. A full refund will be given to all cancellations received 10 or more business days prior to the program. A \$50 administrative fee will be charged to all cancellations received six to nine business days prior to the program. No refunds will be given to cancellations received five or fewer business days prior to the program. Refunds will be calculated by the date received and the LeadingAge Iowa business days remaining prior to the program. LeadingAge Iowa reserves the right to cancel the program due to insufficient enrollment, in which case pre-registered participants will be notified and full refunds provided. All cancellation and substitution requests must be sent to Amy Huisman (ahuisman@LeadingAgeIowa.org). Facilities that have an unannounced annual survey by DIA during the meeting dates will be eligible for a full refund.

Continuing Education Credit

Iowa Board of Nursing Provider #67: 5.5 contact hours. Retain Certificate for four years. Providership regulations do not allow for partial credit to be given for any portion of this program. You must attend the entire program to receive credit. Retain certificate for four years.

Nursing Home Administrators: This program counts for 5.5 contact hours. This program is intended to meet the criteria established by the Iowa Board of Examiners for Nursing Home Administrators. You must attend the entire program to receive credit. No partial credit allowed. If audited, you will be asked to provide your certificate of attendance and program material. Retain certificate for four years.

For other long-term support and service provider professional not listed above: Most licensure boards, credentialing agencies and professional organizations have processes that allow individuals to earn a certain number of CEUs for non-preapproved programs and/or to accommodate self-submission for approval of continuing education hours after the event takes place with proper documentation from the program sponsors. Most also require information objectives, date/time of presentation, agendas, faculty bios and number of hours earned. If you require information for this purpose, please contact Amy Huisman in advance for assistance.

Location & Lodging

The location for this event is The Rewind Hotel, 6075 Mills Civic Pkwy, West Des Moines, IA 50266. Call (515) 309-3900 for availability as the room block at The Rewind Hotel has expired.

*LeadingAge Iowa, 11001 Aurora Ave, Urbandale, IA 50322
515-440-4630 or www.LeadAgeIowa.org*