



Nurse Leadership Symposium & Social Worker Conference



November 14, 2019

The LeadingAge Iowa Nurse Leadership Symposium and Social Worker Conference is designed to celebrate and recognize clinical leaders and social services professionals from across the state through top-notch education, great food and networking opportunities. For nurse leaders, the 2019 Symposium will focus on the application of leadership skills in the interdisciplinary environment, strategies for transforming staff into high performers, and case studies leveraging Iowa survey deficiency data in relationship to the pending Phase 3 RoP requirements. For social workers, the conference will examine the shift of regulatory expectations pertaining to social services (e.g., behavioral health, discharges and transfers, trauma informed care), engage attendees in an interactive mock-trial approach to learn about the Involuntary Discharge Process, and provide first-hand information about the surveyor's approach to testing compliance with the social services related F-tags from the Department of Inspections and Appeals (DIA).

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

8:55 a.m. Welcome

Opening Session

9:00 a.m. – 10:15 a.m.

Applying Appropriate Situational Skills: Impact of Leader Styles on Creating a Trusting Environment

This opening session will address the necessary skills required to create a trusting environment and just culture within our interdisciplinary clinical (nursing and social services) teams. In this age of workforce challenges and the evolving focus on person centered care and quality assurance and process improvement, it is imperative we learn to recognize our personal and other leadership styles, understand our team members, and work collaboratively to create a Just Culture Environment to support our overall organizational health and missions in providing exceptional, holistic resident care.

Elizabeth "Liz" Sether, RN, BA, MHA, LNHA, Healthcare Management/Consultant

10:15 a.m. Break

Breakout Sessions

10:30 a.m. – 11:45 a.m.

101 Transforming Staff into a High-Performance Team

As we know, our internal and external expectations are getting more and more robust every day. As nurse leaders, we cannot achieve and sustain excellence alone. In this session, we will discuss the development of a high-performance team from the beginning stage of acquisition. We will also discuss communicating effectively, establishing expectations, and growing and experiencing trust with our staff.

Elizabeth "Liz" Sether, RN, BA, MHA, LNHA, Healthcare Management/Consultant

102 Regulatory Guidance and Considerations for Social Workers

In this session, the Department of Inspections and Appeals (DIA) will provide insight into their approach and expectations for key social services related F-tags.

Kathy Kieler, RN, BHS, Bureau Chief, Department of Inspections and Appeals, Des Moines

Mindla White, RN, BSN, Bureau Chief, Department of Inspections and Appeals, Des Moines

11:45 a.m. – 1:00 p.m. Lunch (included), Networking and Attendee Roundtable Discussion

Breakout Sessions
1:00 p.m. – 2:15 p.m.

201 Holding Staff Accountable for Professional Standards

In this session, we will discuss the challenging aspect of holding our staff accountable, which often is easier said than done; right? We will review the design of our organizational structure, accountability for both professional standards as set forth by the Iowa Board of Nursing (IBON) and the nursing process, appropriate ways to delegate, coaching and performance reviews, conflict resolution, and reportable events.

Elizabeth “Liz” Sether, RN, BA, MHA, LNHA, Healthcare Management/Consultant

202 Mock-Trial - Involuntary Discharge Process

Alissa Smith and Ed McIntosh from Dorsey Whitney will discuss the regulatory expectations related to Facility Initiated Discharges and “play-out” a scenario of an Involuntary Discharge hearing in a mock-trial format.

Alissa Smith, Attorney, Partner, Dorsey & Whitney LLP, Des Moines

Edwin McIntosh, Partner, Dorsey & Whitney LLP, Des Moines

Larry Johnson, Jr., Director, Iowa Department of Inspections and Appeals, Des Moines

2:15 p.m. Break

Closing Session

2:30 p.m. – 3:45 p.m.

Is Your Clinical A-Team Ready? - Insight into Phase 3 RoPs Leverage Iowa Deficiency and Case Studies

In this session, we will take a deep dive into Iowa deficiency data providing insight into the relationship of these deficiencies to the pending Phase 3 RoPs. Using the same data, we will discuss opportunities for improvement and critical thinking across nursing and social services disciplines and review case studies of real Iowa residents further discussing the key relationship between nursing and social services.

Liz Davidson, Director of Clinical Services, LeadingAge Iowa, Urbandale

3:45 p.m. Adjourn

FACULTY

Liz Davidson, Director of Clinical Services, LeadingAge Iowa, Urbandale

Liz Davidson has more than 27 years' experience in the health care industry with 19 of the 27 years dedicated to nurse leadership, clinical program oversight, program management, and regulatory compliance. She has a vast amount of experience in aging services including services as a director of nursing, a health facilities surveyor, a regional nurse, an adjunct instructor, and as a deputy program manager and quality of care monitor under contract with the Office of Inspector General (OIG).

Larry Johnson, Jr., Director, Iowa Department of Inspections and Appeals, Des Moines

Governor Kim Reynolds appointed Larry Johnson, Jr. as the director of the Iowa Department of Inspections and Appeals on March 1, 2019. Previously, Johnson served as the State public defender. In this role he managed an organization with a \$60 million budget and 220 employees in 19 offices throughout the state, with the focus of providing the Constitutional right to counsel. Johnson served as legal counsel and deputy legal counsel for more than six years for Governor Terry E. Branstad and then-Lt. Governor Reynolds. As counsel, he served on the Iowa Legislature's Administrative Rules Review Committee as the governor's ex officio representative. He also collaborated with the information technology team in the design and development of a web-based application and award-winning website, rules.iowa.gov, that streamlined the regulatory review process. Prior to working in the governor's office, he practiced in Des Moines primarily in administrative law. Johnson received his law degree from Creighton University School of Law, and his Bachelor of Science in management from Purdue University's Krannert School of Management. While in college, he studied in Spain at University of Seville's School of Economics and Business.

Kathy Kieler, Bureau Chief, Department of Inspections and Appeals, Des Moines

Back in 1975, Kathy Kieler took a CNA class and was hired at local nursing home for the summer and before her senior year in high school. It was at that time that she knew she wanted to be a nurse. Kieler attended Iowa Methodist School of Nursing from 1976-79, graduated with a nursing degree and worked in pediatrics for ten years (Blank Children's Hospital). Along the way she graduated from Drake University with a bachelor's degree in health sciences and a K-12 teaching certificate. In 1988, she was able to take a little time off after the birth of her second child and worked weekends at Des Moines General Hospital, mostly in the SNF unit. In 1997 she was hired by the Department of Inspections and Appeals as health facilities surveyor. She spent two years as a surveyor and in 1999 was promoted into the office as a program coordinator for North East Iowa. In December 2008, Kieler was promoted to bureau chief of NE and EC Iowa and supervises 14 survey staff.

Edwin McIntosh, Partner, Dorsey & Whitney LLP, Des Moines

Ed McIntosh is a partner and co-chair of Dorsey's Health Transactions and Regulations practice. He helps a variety of health care providers address complex regulatory issues, strategic acquisitions, affiliation and contractual agreements. He represents large metropolitan hospitals as well as critical access hospitals, retirement communities and physician groups, on a broad range of health, employment, regulatory and litigation matters. He has represented healthcare providers in the development of co-management agreements, acquisition of physician practices, and medical director agreements. He appears frequently before administrative agencies, including the State Health Facilities Council, the agency which evaluates applications for Certificates of Need in Iowa. He represents nursing homes in administrative proceedings related to surveys.

Elizabeth "Liz" Sether, RN, BA, MHA, LNHA, Healthcare Management/Consultant

Liz Sether has management experience in acute care and long-term care in positions as director of nursing, assistant administrator, consultant, speaker and most recently as the nurse consultant / policy analyst for LeadingAge Minnesota. Her academic background includes a degree in nursing, advanced studies in health services administration and a master's degree in hospital administration. Sether has been licensed as a nursing home administrator and certified nurse administrator. She is or has been active professionally as a member of the Association of Rehabilitation Nurses, liaison to Minnesota Board of Nursing, numerous Minnesota Department of Health projects, Minnesota Association of Geriatrics Inspired Clinicians (MAGIC) a.k.a. Minnesota LTC Medical Directors association, Minnesota Director of Nursing Administration and Stratis Health Minnesota's Quality Innovation Network. Sether incorporated and serves as an advisor to the Minnesota Center for Nursing and Action Coalition. Playtime you will find her enjoying golf, hunting, walking, and entertaining family and friends. She is passionate about landscaping and restoration projects for the 130-year-old family homestead farm in West Central Minnesota.

Alissa Smith, Attorney, Partner, Dorsey & Whitney, Des Moines

Alissa Smith is a partner in Dorsey & Whitney LLP's health group. Smith represents health care organizations such as health systems, hospitals, pharmacies, long term care providers, home health agencies and medical practices, as well as nonprofit and municipal organizations. Smith's practice involves a wide range of corporate and regulatory matters facing health care providers, nonprofit organizations and municipal entities. Her transactional practice includes contracts, leases, mergers, acquisitions and joint ventures. Smith's regulatory practice includes the interpretation and application of state and federal fraud and abuse laws, Medicare and Medicaid rules, tax-exemption laws, HIPAA and privacy laws, EMTALA laws, licensing matters, employment laws, governmental audits, open records and open meetings matters, and corporate and health system governance issues including the revision and negotiation of medical staff bylaws. She also assists with hospital-provider relations such as co-management arrangements, peer review investigations and medical staff fair hearings. Smith represents health care providers before the State Health Facilities Council in Certificate of Need hearings.

Mindla White, Bureau Chief, Department of Inspections and Appeals, Des Moines

Mindla (Mindy) White was employed at a local nursing home in Wisconsin as a CNA when she was in high school. After high school she went to nursing school and later returned back to the same nursing home as a charge nurse on the evening shift. In 1995, White moved to Des Moines and worked at another long term care facility as a MDS coordinator. She joined the Department of Inspection and Appeals in 1998 and was a long term care surveyor for eastern Iowa until 2000. In 2000 White was promoted to a compliance officer within DIA and then in 2006 was promoted to a bureau chief. White oversees the surveyors who conduct the recertification surveys in long term care facilities and also has responsibility for the enforcement actions.

SYMPOSIUM NOTES

Dress for this symposium is business casual. Layered clothing is recommended for your comfort.

LOCATION & LODGING

LeadingAge Iowa has setup a block of sleeping rooms. To get the special room rate listed below you must request the "LeadingAge Iowa room rate." The cutoff date for reservations is October 25, 2019.

Holiday Inn & Suites at Jordan Creek
6075 Mills Civic Parkway, West Des Moines, IA 50266
515-309-3900 \$119.99/night

REGISTRATION INFORMATION

Register online at www.LeadingAgeIowa.org or contact Dawn Balder at 515-440-4630 or DBalder@LeadingAgeIowa.org

LeadingAge Iowa Member Facility \$195

Prospective LeadingAge Iowa Member Rate \$345

Registration fees include seminar instructions, electronic access to handouts, light breakfast, lunch, refreshment break, and CEU certificate.

CANCELLATION/REFUND POLICY

The registration deadline is November 12, 2019. Any phone or onsite registrations after November 12 deadline 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 number of 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 cancellations and substitution requests must be sent to Amy Huisman (AHuisman@LeadingAgeIowa.org) by email or faxed to 515-440-4631. 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 contact hours. Retain Certificate for four years. Providership regulations do not allow for partial credit to be given for any portion of this program. Retain certificate for four years.

Social Workers: 5 contact hours maximum for attending the entire program. This program is intended to meet the criteria established by the Iowa Board of Social Work Examiners. No partial credit allowed. If audited, you will be asked to provide your certificate of attendance and program material. Retain your certificate for four years.

Nursing Home Administrators: This program counts for 5 contact hours. This program is intended to meet the criteria established by the Iowa Board of Examiners for Nursing Home Administrators. No partial credit allowed. If audited, you will be asked to provide your certificate of attendance and program material. Retain certificate for four years.

Assisted Living Managers: 5 contact hours continuing education for attending the entire program towards maintaining Assisted Living Leadership Certification.

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.

Sponsored by:



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