LeadingAge MN
NURSING SOLUTIONS

2025
Nurse Leadership Program

Session #1: March 26-27
Session #2: April 23-24
Session #3: May 21-22
Session #4: June 17-18
Session #5: July 22-24

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Nurse Leadership Program

About the Program

The Nurse Leadership Program supports new and emerging nurse leaders in aging services. Nurses in skilled nursing care centers, assisted living, or home care settings, new to or moving into leadership positions, will gain a solid understanding of the foundational elements that make up the nurse leader's role.

Experienced, knowledgeable faculty led by Dr. Kari Everson, RN, LNHA, LALD, come together to provide a collaborative experience supporting nursing professionals to make a successful transition from direct care to the role of an executive nurse leader.

Professionals who attend this series will enhance their skills in leadership, regulatory compliance, management, strategic planning, communications, and innovative team development. They will learn to streamline and improve processes and systems, define new clinical approaches to services, and build a valuable network of peer professionals.

This 11-day interactive program is strategically scheduled over five months to maximize learning and provide timely supportive consultation. It combines lecture, discussion, experiential learning, self-assessment, independent assignments, research and practice in small work groups, and opportunities to interact with guest experts.

Who Should Attend?

Nurse Executives, Directors of Nursing (DON), Clinical Nurse Supervisors, Assistant DONs, Nurse Managers, and emerging nurse leaders. Supportive nursing leadership positions and organizations doing succession planning are also welcome.

Why Attend? Participants in this Program Will:

- Understand regulatory requirements and how to prepare for and navigate the survey process.
- Study best practices and how to incorporate them into organizational practices and operations.
- Learn how to have difficult conversations including employment law considerations.
- Explore trends and challenges of meeting the needs of older adults.
- Develop a network of colleagues throughout the state.
- Enhance team building skills.
- Take home quality improvement tools.
- Learn how to foster safe and satisfying work environment practices.
- Benefit from face-to-face conversations with regulators.
- Learn through small group work-study sessions.
- Become exposed to new and innovative practices, equipment, and systems.

Location

Sessions 1, 2, 4, and 5
Minnesota Humanities Center
987 Ivy Ave E, St. Paul, MN 55106

Session 3, Virtual Zoom Meeting

Dates

Session #1: March 26-27
Session #2: April 23-24
Session #3: May 21-22
Session #4: June 17-18
Session #5: July 22-24

Time

Sessions start between 8 – 8:30 a.m. and end times vary.

2025
Nurse Leadership Program

Eligible for 65 contact hours

Program Schedule

Session #1 – In-Person
March 26-27
Professional Role and Standards of the Executive Nurse Leader

Session #2 – In-Person
April 23-24
Regulatory Compliance and Care Topics

Session #3 – Virtual
May 21-22
Efficient and Effective Resource Management Strategies

Session #4 – In-Person
June 17-18
Financial and Care Management

Session #5 – In-Person
July 22-24
Quality and Evidence Based Practice

About the Certificate

Participants who attend the entire series live will earn a Certificate of Completion which demonstrates in-depth professional study of a topic area on an individual basis. It does not denote certification or that someone is certified as a nurse leader. In-person sessions are not recorded and cannot be made up if missed. Virtual sessions can be watched on-demand to receive CEU credits only.

Continuing Education Credits

This program has been designed to meet the continuing education requirements for the Minnesota Board of Nursing for contact hours. Participants may also request a general certificate of attendance. CEUs are earned only for the individual registered.

Handouts

Participants will receive links to electronic handouts before each session and are encouraged to print them in advance or download to view on a laptop or tablet.

CONFERENCE REGISTRATION FEES

LeadingAge Minnesota Members – $1,080 per person
Prospective Members – $1,515 per person

Registration fee includes a continental breakfast, lunch, and morning/afternoon breaks for in-person days.

REGISTER HERE

Cut-Off/Cancellation

Registration cut-off date/cancellation deadline is 5 p.m. on March 18, 2025. Cancellations must be made in writing and are subject to a $25 processing fee. No-shows will be billed the full program fee. LeadingAge Minnesota reserves the right to cancel this training or any individual session.

For Further Information

Olivia Scott, Events & Education Coordinator, at oscott@LeadingAgeMN.org or 651.603.3559 for assistance or if your registration has not been confirmed.

Nurse Leadership Program Schedule

Wednesday, March 26, 8 a.m. – 4:15 p.m.

Role of the Nurse Leader
- Discuss the expectations and challenges of nursing leaders today and how to implement leadership principles into your practice.
- Review three primary leadership types and how they relate to nursing management.
- Differentiate nursing leadership from nursing management.
- Discuss the impact of different leadership styles on the nursing team.

Risk Management
- Gain an understanding of the foundational structure of a successful risk management program.
- Describe the five primary roles involved in risk management.
- Discuss three or more approaches nurse leaders can implement to recognize both potential and existing risks.
- Learn how to evaluate the severity of risks and estimate their likelihood of occurrence.

Interpersonal Skills for Nurse Managers
- Know how to accurately and effectively document resident information in the medical record.
- Review examples and potential consequences of ineffective documentation.

Presenter: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, EverCare Aging Services Consulting, St. Paul

Thursday, March 27 • 8 a.m. – 4:15 p.m.

Nurse Practice Act
- Understand the mission and composition of the Board of Nursing.
- Review the powers and authorities of the board.
- Describe obligations and the board's complaint process.

Nursing Delegation
- Discuss delegation from the RN to other healthcare staff and LPNs.
- Review accountabilities of the RN related to delegation.
- Discuss the LPN's role and assignment versus delegation.

Navigating Professional Standards and Compliance
- Understand the OIG and compliance requirements.
- Identify steps to investigate noncompliance allegations.

Project Presentation Discussion
- Define the project scope, timeline, and presentation requirements.

Presenter: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, EverCare Aging Services Consulting, St. Paul

Nurse Leadership Program Schedule

Wednesday, April 23, 8 a.m. – 4 p.m.

Survey Preparation: Managing Surveys, Understanding Deficiencies, and Creating Plans of Correction
- Understand the foundational concepts necessary to effectively manage the regulatory survey process.
- Participate in case studies and exercises to learn how to analyze statements of deficiencies and use that information to create successful plans of correction.
- Apply resources and tips to prepare for the survey and corrections process.

Presenters: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, EverCare Aging Services Consulting, St. Paul; and Rob Rodè, Attorney and Partner, Rodè & Coffin LLC, St. Paul

Thursday, April 24 • 8 a.m. – 4 p.m.

Staff Education Programs
- Know how to design a training program that accommodates various learning styles.
- Describe the features of a balanced and successful training program.
- Recognize the importance of documenting training to help maintain compliance with applicable laws and rules.

Advocacy
- Understand the basic structure of advocacy work and how it relates to long-term care.

The Nurse Leader's Role in End-of-Life Care
- Understand the philosophy and goals of end-of-life/hospice care and how they compliment and augment services provided in both skilled nursing home and assisted living settings.
- Discuss how hospice services are paid for and the different models currently provided.
- Know how to select a potential provider partner.
- Describe what nurse leaders should and can expect from the end-of-life programs with which they collaborate - including preferred communications.

LGBTQ+
- Understand the differences between sex, sexuality, and gender, and the language used to discuss each.
- Describe the profound impact history, politics, and HIV have had on older adults and their unique needs as they seek services.
- Learn about strategies, resources, and tools to create a LGBTQ+ friendly environment.

Sexism in the Workplace
- Understand what sexism is and how we can challenge it.
- Identify sexism in the workplace and strategies to rethink gender sterotyping.

Ageism
- Identify values and work-related preferences of different generations and how that may cause conflicts at work.
- Understand diversity and differences in the healthcare workforce and how to manage effectively.

Presenters: Jared Anderson, Regional Director of Clinical Operations, St. Croix Hospice, Oakdale; Marsha Berry, Education Consultant, St. Paul; Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, EverCare Aging Services Consulting, St. Paul; Chris Hood, Senior Regional Director of Business Development, St. Croix Hospice, Oakdale; Erin Huppert, Vice President Advocacy, LeadingAge Minnesota, Minneapolis; and Kayla Khang, Government Affairs Manager, LeadingAge Minnesota, Minneapolis

Nurse Leadership Program Schedule

Session #3 – Virtual

Wedneday, May 21 • 8 a.m. – Noon

HR Workshop: Hiring, Recruiting, and Retaining Your Workforce
- Become familiar with best practice hiring processes that meet legal requirements.
- Identify practical tips and tools for hiring staff.
- Explore effective approaches for recruiting new talent to your team.
- Discuss the pros and cons of various staff retention strategies.
- Gain stratgeies to hold staff accountable for meeting or exceeding organizational goals and expectations.

Presenter: Ellen Schneider, Human Resources Consultant, St. Paul

Thursday, May 22 • 8 a.m. – 12:15 p.m.

On-Boarding
- Recognize the importance of onboarding and its correlation with staff satisfaction and retention.
- Review elements of an effective onboarding program and how to implement them within your organization.

State Agency: Occupational Safety and Health Administration
- Review the OSHA safety and health standards for long-term care organizations.
- Understand the requirements of the Emergency Temporary Standards for Healthcare and review situations in which it may apply.

Presenters: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, EverCare Aging Services Consulting, St. Paul; Emily Tintes-Schiwal, Senior Industrial Hygienist, Breca Tschida, MSPH, CPE, Ergonomics Supervisor, OSHA Compliance, and Nancy Zentgraf, Occupational Safety and Health Director, Minnesota Department of Labor and Industry, St. Paul

Session #4 – In-Person

Tuesday, June 17 • 8 a.m. – 4 p.m.

Medication Management
- Review what constitutes drug diversion and signs that may indicate diversion is happening by either an employee or family.
- Describe action steps if diversion is suspected.
- Understand the difference between medication hazardous waste and hazardous drugs and how to properly manage each.
- Define best practices in managing psychotropic medications in the long-term care setting.

Care Management and Surveillance
- Evaluate the role of the nurse leader in ensuring high-quality, resident-centered care by monitoring clinical systems.
- Analyze the components of the care delivery system, including standards, policies, procedures, and resources, and their role in supporting effective care.
- Explain the concept of clinical microsystems, their function as frontline healthcare units, and their impact on the quality and value of care provided to residents.
- Develop strategies for implementing evaluation mechanisms and educational activities to enhance staff competencies and identify opportunities for improvement in care delivery systems.

Presenters: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, St. Paul; and Joe Litsey, Lead Pharmacy Consultant, Thrifty White Pharmacy, Plymouth

Nurse Leadership Program Schedule

Capital Vs. Operational Budgets: Accurately Capturing Reimbursement Costs
- Review the budgeting process and the nurse leader's role in budgeting.
- Learn how to discuss financial topics with the administrator/director and finance staff.

NURSING HOME BREAKOUT

PDPM/VBP/PBJ
- Define the key components of the nursing home patient driven care model and why they are important in your role.
- Understand the value-based purchasing program and how to manage performance improvement and the financial impact of performance improvement.

Leverage Clinical Information for Measurable Data
- Increase your understanding of quality metrics across the continuum of long-term care.
- Expand your knowledge of analyzing and prioritiziing quality metrics data.
- Understand how organizational systems directly impact quality outcome measures.

ASSISTED LIVING BREAKOUT

Packages and Customized Living Tools
- Determine how and what to include in packaging services for your customers.
- Understand how to gain market share and enhance revenues as a service provider.

Service Terminations/Discharges
- Review requirements for service terminations.
- Learn the nursing documentation requirements to assist with solid service terminations.

Care Coordination with Outside Agencies
- Assess the importance of effective communication and collaboration between assisted living facilities and outside agencies, such as home health and hospice, to ensure seamless care transitions and continuity of care for residents.
- Develop strategies for establishing and maintaining strong partnerships with external care providers to align goals, share critical resident information, and enhance overall care outcomes.

Presenters: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, St. Paul; Sandy Delgehausen, Regional Director of SNF Clinical Support/Metrics, Cassia, Edina; Julie Dietz, RN, VP of Community-Based Services, Senior Care Solutions, Stillwater; Cami Peterson-DeVries, AGNP, DHA, MSN, LNHA, Vice President of Senior Services, and Geoff Ryan, Regional Director Skilled Nursing Facilities (North), St. Francis Health Services of Morris

Nurse Leadership Program Schedule

Tuesday, July 22 • 8 a.m. – 4:30 p.m.

Employment Law Overview
- Learn the basics of employment law in healthcare organizations.
- Review key laws and regulations for employment law in long-term care organizations.

State Agency - Office of Health Facility Complaints (OHFC)
- Recognize the role of OHFC.
- Describe the OHFC reporting and investigation process for maltreatment claims.

Quality Process - Root Case Analysis
- Review the purpose of root cause analysis and how to apply it to process improvement within your organization.
- Understand the role of root cause analysis in improving resident safety.

Best Practice Research and Quality Innovations
- Understand the need for evidence-based practice and how it improves care quality and outcomes.
- Learn how to apply evidence-based, best practice approaches in your clinical environment.

Infection Control in Long-term Care
- Review infection prevention and control best practices for long-term care settings.
- Understand infection prevention and control regulatory requirements for long-term care settings.

Presenters: Julie Apold, PhD, Vice President of Quality & Performance Excellence, LeadingAge Minnesota, Minneapolis; Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, EverCare Aging Services Consulting, St. Paul; and Matthew Heffron, Interim Regional Operations Director, Minnesota Department of Health, St. Paul

Wednesday, July 23 • 8 a.m. – 4:30 p.m.

NURSING HOME BREAKOUT

Leverage Clinical Information for Measurable Data
- Increase your understanding of quality metrics across the continuum of long-term care.
- Expand your knowledge of analyzing and prioritizing quality metrics data.
- Understand how organizational systems directly impact quality outcome measures.

State Agency - MDH and the Role of Nurse Leaders in Nursing Homes
- Recognize the role of the Minnesota Department of Health (MDH) for nursing homes.
- Discuss resources available from MDH for nursing home nurses.

PIPP/QIIP
- Review quality goals for nursing homes and where to locate quality data.
- Understand the process for participating in PIPP's and how to apply for the program.
- Review QIIP projects and how to choose an appropriate, measurable goal.

MN Case Mix and the MDS
- Identify sources of information necessary to complete the Minimum Data Set (MDS).
- Understand the impact of the MDS and case mix in reimbursement.

Presenters: Kim Class, Quality Improvement Coordinator, Minnesota Department of Human Services, St. Paul; and Sandy Delgehausen, BSN, RN, Public Health Certification, Regional Director of SNF Clinical Support/Metrics, Cassia, Edina

Nurse Leadership Program Schedule

ASSISTED LIVING BREAKOUT

Service Terminations/Discharges
- Review requirements for service terminations.
- Learn the nursing documentation requirements to assist with solid service terminations.

State Agency - MDH and the Role of Nurse Leaders in Assisted Living
- Recognize the role of MDH in assisted living.
- Discuss resources available from MDH for asissted living nurses.

Service Plans and Medication / Tx Plans
- Learn the required components of resident service plans for the comprehensive home care license.
- Review medication and treatment management in home care and how to create effective medication and treatment plans.

Quality Discussion for Assisted Living
- Analyze an effective quality program.
- Create a draft quality initiative for your organization.

Presenters: Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, EverCare Aging Services Consulting, St. Paul ; Amy Hyers, RN, Evaluation Regional Operations Manager, Health Regulation Division, Home Care and Assisted Living Programs, Minnesota Department of Health, St. Paul; and Jesse Noska, RN, LALD, Director of Clinical Quality, Progressive Care, Grand Rapids

Thursday, July 24 • 8 a.m. – 4 p.m.

Project Presentations by Program Participants

LeadingAge Minnesota gratefully thanks St. Croix Hospice and Thrifty White Pharmacy for sponsoring the 2025 Nurse Leadership Program.

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