

# PRE-CONFERENCE INTENSIVE SESSIONS - TUESDAY, FEB. 11 Sponsored by



*Deep dive learning on the issues important to you*

**Wold**

## SESSION A • Governance Intensive

*An in-person workshop for Executive and Board Teams*

### Beyond Oversight: The Evolving Role of Board Members in Navigating Industry Trends

In the rapidly evolving senior care and living landscape, board members play an increasingly critical role in guiding their communities through shifting market challenges and opportunities. This year's Governance Intensive will explore key industry trends that board members should watch closely, the ways in which the role of a board member has transformed, and the indicators of board success.

This interactive workshop is an opportunity for executive and board teams to learn together. Participants will gain insights into aligning their governance strategies with market shifts, ensuring that board contributions not only keep their communities thriving but also set them apart as leaders in the industry.

#### Top Trends in 2025

- Identify and interpret key industry trends affecting senior care and living communities.
- Understand how these trends will shape the future of the aging services sector and understand their implications for governance and organizational strategy.
- Gain strategies and ideas to address the most critical issues facing our field.

#### The Board's Evolving Role

- Describe the evolving role of board members in today's environment.
- Use benchmarks and data to inform your governance and decisions.
- Define key indicators of board success and effectiveness.
- Identify methods to evaluate your board's performance to ensure ongoing alignment with your community and organizational goals.
- Explore ways to collaborate locally to advance aging services missions.

*The Governance Intensive is supported by the Ronald Patterson Governance Fund of the LeadingAge Minnesota Foundation.*

#### Case Study

Hear the story of one senior living community experiencing significant operational challenges. Learn how the board adopted a true governance approach, versus a focus on operations, and the positive outcomes that resulted.

#### Member Experience Panel

A panel of leaders and board members from LeadingAge Minnesota member organizations will share their experience and learnings.

#### REGISTRATION FEES

LeadingAge Minnesota Members - **\$90** per person  
Prospective Members - **\$125** per person  
Registration includes refreshments and handouts.

#### SCHEDULE

8:30 a.m.	Registration
9 a.m. - Noon	Program

#### PRESENTERS

*Erin Shvetzoff Hennessey, Chief Executive Officer, and Sharon Thole, Executive Vice President of Operations, Health Dimensions Group, Hopkins*

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## SESSION B • Leadership Intensive

### Building a Culture of Healthy Accountability

#### ABOUT THE INTENSIVE

What would it look like if everyone in your organization thought of accountability as a healthy concept? We are living in the greatest era in history to be an employee with unlimited access to information and a flexible workplace. Many companies are finding that employee engagement and satisfaction are way up, but that accountability is down. In 2024, Good Leadership spearheaded a research project to study the state of accountability in organizations today, and how organizations across all sectors and sizes can build a culture of healthy accountability for better, faster, and easier results. With nearly 200 qualitative interviews, and over 4,000 survey responses from all 50 states, the data set is both robust and telling. In this interactive session, Good Leadership will help your organization experience the benefits of Healthy Accountability:

1. People take personal ownership for delivering quality work, on-time.
2. People embrace the support, input, and critique of their team members.
3. People champion a win together mindset.

#### Participants will:

- Understand the themes from the 2024 Healthy Accountability Research Study spearheaded by Good Leadership.
- Identify the action steps to move your organization toward a culture of healthy accountability.
- Explore organization implications, team implications, and individual implications of accountability.
- Create a pathway to healthy accountability action plan for your organization.

#### REGISTRATION FEES

LeadingAge Minnesota Members - **\$170** per person  
Prospective Members - **\$240** per person  
Registration includes refreshments and handouts.

#### SCHEDULE

12:30 p.m. Registration  
1 - 4 p.m. Program

#### PRESENTERS

*J.C. Lippold, Senior Coaching Associate, and Kelsey Meyer Schalkle, Senior Coaching Associate, Good Leadership, Edina*

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## SESSION C

### QAPI Approach to Life Safety and Emergency Preparedness in Assisted Living: Meeting and Exceeding Requirements

#### ABOUT THE INTENSIVE

Did you know that approximately 25% of survey citations in Minnesota assisted living communities are related to emergency preparedness and physical environment? This interactive workshop provides essential information, resources, and tools to develop a deeper understanding of survey requirements in the areas of emergency preparedness, hazard vulnerability assessments, fire drills, evacuations, and life safety codes for assisted living organizations. Survey citation data will be leveraged to understand the key areas leading to these citations and focus on how to proactively address potential gaps in your current processes to effectively meet regulatory requirements and the needs of your residents and staff.

- Gain a deeper understanding of Life Safety and Emergency Preparedness regulatory requirements and common gaps in practice.
- Engage in case studies and exercises to apply knowledge to top survey citations.
- Discuss lessons learned from organizations who have experienced emergency situations at their site that can be incorporated into your emergency plans and approaches.
- Understand how to create a focus on continuous quality improvement in your teams.

#### Agenda

Quality Assurance: How to Effectively and Efficiently Meet Requirements

- Appendix Z
- Life Safety Code
- Evacuation Plans/Emergency Preparedness

#### Performance Improvement: Preventing and Learning from Citations and Adverse Events

- Create systematic, effective processes to meet the needs of your operations, staff, and residents.
- Understand and effectively address problems before something goes wrong.
- Establish a focus on continuous quality improvement in your teams.

#### REGISTRATION FEES

LeadingAge Minnesota Members - **\$135** per person  
Prospective Members - **\$190** per person  
Registration includes refreshments and handouts.

#### SCHEDULE

8:30 a.m.	Registration
9 a.m. - 3:30 p.m	Program

#### PRESENTERS

*Julie Apold, PhD, Vice President of Quality and Performance Excellence, LeadingAge Minnesota, Minneapolis; Tony Clifton, State Fire Safety Supervisor, Residential Care and Lodging Team, Minnesota Department of Public Safety-Fire Marshall Division, St. Paul; Ruby McCoy, LALD, Assisted Living Director, Prairie Pines Community, Fosston; Mark Schulz, Vice President of Policy and Regulatory Affairs, LeadingAge Minnesota, Minneapolis; and Shanna Swanson, HSE, North Star Consultants, Bloomington*

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## SESSION D

### Saying Goodbye Is So Hard: Navigating SNF and AL Discharges and Terminations

#### ABOUT THE INTENSIVE

This comprehensive, multi-hour workshop delves into the legal and practical aspects of discharges, terminations, and transfers in Minnesota assisted living and nursing home settings. Participants will explore not only the statutory framework but also how to navigate complex situations, including handling resident resistance, family concerns, and ethical dilemmas. In addition to learning documentation best practices, attendees will gain insights on minimizing disputes and ensuring a smooth transition. Through expert-led discussions and real-life case studies, participants will leave equipped to manage these transitions with confidence and compassion.

- Identify the statutory requirements for discharging nursing home residents and terminating assisted living contracts under Minnesota law.
- Learn best practices for supporting residents throughout the discharge or termination process to ensure successful transitions.
- Discuss effective strategies for nursing and administrative staff in documenting and preparing for potential discharges, transfers, or terminations.
- Review key regulations governing terminations, transfers, and discharges in Minnesota assisted living communities.

#### REGISTRATION FEES

LeadingAge Minnesota Members - **\$135** per person  
Prospective Members - **\$190** per person  
Registration includes refreshments and handouts.

#### SCHEDULE

9:30 a.m.	Registration
10 a.m. - 3:30 p.m.	Program

#### PRESENTERS

*Dr. Kari Everson, RN, LNHA, LALD, Vice President of Clinical Services, LeadingAge Minnesota, Minneapolis and President, Evercare Aging Services Consulting, Woodbury; and Robert Rodè, Attorney/Partner, Rodè & Coffin, LLC, St. Paul*

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