# DELAWARE HEALTH CARE FACILITIES ASSOCIATION

## **ASSISTED LIVING CONFERENCE** & NETWORKING SOCIAL 2024

3.5

CEs

NHAs and RNs



## **Thursday, May 2**

12 - 4:30 PM | Conference 4:30 -6 pm | Social

#### **FEATURING**

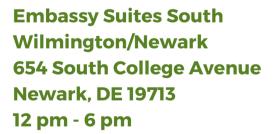


No One Wants Pizza:
A Different Approach to
Recruitment and Retention
CLAUDIA BLUMENSTOCK, LNHA



The Latest in DC: Activities Impacting Assisted Living

LASHUAN BETHEA,
Executive Director, NCAL





What the Surveyors Find: Top Deficiencies in AL

RUTHANN LANDER, MSN, RN Nurse Consultant

## 3.25 Continuing Education participant hours are being requested form NAB and the Delaware Board of Nursing.

# The conference is AL focused, but open to all AL and SNF providers.

#### **MEMBERS**:

\$100 first person / \$85 each addt'l person \$45 networking social only

#### **NON-MEMBERS:**

\$150 per person / \$60 social only



## **ASSISTED LIVING CONFERENCE** & NETWORKING SOCIAL | MAY 2, 2024

**Embassy Suites South Wilmington/Newark** 



#### No One Wants Pizza: A Different Approach to Recruitment and Retention

**CLAUDIA BLUMENSTOCK. LNHA** 

The staffing crisis has created tremendous tension between leadership and frontline staff. Many times, leaders feel like they are being held hostage by employees who take advantage of staff shortages. Frontline staff often feel that "incentives" like pizza and water bottles make light of the fear and distress created by the pandemic. This does nothing to resolve staffing issues. When we talk about "plugging holes" in a staffing schedule, what impact does that phrase have on staff? As we move into this "new normal" and grapple with the recruitment and retention crisis, what are some of the best ways we can inspire and motivate staff to stay?

This interactive, discussion-based session provides a setting to explore some of the basic needs for employees to feel fulfilled in their positions. It examines staff perceptions of leadership's expectations and actions, and the way that the staffing crisis is impacting them. Leadership styles and approaches, and their intersection with employee perceptions and attitudes will be considered.

Learning Objectives | Participants Will:

- Explore the ways in which frontline staff feel valued, supported and heard and its influence on recruitment and retention.
- Examine methods and approaches in overcoming obstacles and hostility, as well as the impediments in the way that top leadership and frontline staff perceive engagement with one another.
- Identify skills and approaches that can begin to improve recruitment and retention.



#### The Latest in DC: Activities Impacting **Assisted Living**

LaSHUAN BETHEA, Executive Director, NCAL

LaShuan Bethea, Executive Director of NCAL, will give a national update on the sector and NCAL's priorities and key initiatives to advance the profession.

Learning Objectives | Participants Will:

- · Gain an understanding of what activities federal policymakers are undertaking that impact assisted living.
- Learn state and national industry, regulatory, and legislative trends and
- Hear current efforts to help assisted living professionals succeed now and in the future.



Welcome | Introductions 12:45 - 1 pm Cheryl Heiks

The Latest in DC: 1-2:30 pm Activities Impacting Assisted Living LaShuan Bethea

Action in Delaware Government Presenter TBA

2:45 - 3:15 pm No On Want Pizza: A Different Approach to Recruitment & Retention Claudia Blumenstock

What Surveyors Find: Top 3:30 - 4:15 pm Deficiencies in AL RuthAnn Lander

4:15-6 pm Networking Social Mrap-upl Door Prizes

# NETWORKING SOCIAL | 4:30 - 6 PM

# DRINKS AND NOSHES

5,6

Join DHCFA for a postconference social hour. Enjoy some finger foods and a drink while you network with your longterm care colleagues as well as DHCFA sponsors, associate members, and other service providers.

"Meet and Greet" key service providers informally at their hi-top tables.

You can win some prizes too!

#### ALL MEMBERS AND NONMEMBERS ARE INVITED TO SOCIALIZE!

The social is included for conference attendees, but open to all members and non-members for a separate ticket fee.

#### DELAWARE HEALTH CARE FACILTIES ASSOCIATION

### **ASSISTED LIVING CONFERENCE** & NETWORKING SOCIAL | MAY 2, 2024

#### **REGISTRATION**

Members: \$100 first person | \$85 each addt'l | Social only \$45 pp Non-Members: \$150 pp | Social only \$60 pp

Contact:	
Email:	
Phone:	
ATTENDEES (use another sheet is more than 4)	
Name:	
Email:	
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Name:Email:	
Title:	
TOTAL MEMBERS X \$100= (first); X \$85 =	
TOTAL MEMBERS SOCIAL ONLYX \$45 =	TOTAL DUE \$
TOTAL NON-MEMBERS X \$150 = SOCIAL ONLY	_ X \$60 TOTAL DUE \$
GRAND TOTAL DUE:	
Pay by: Invoice Credit Card Online: https://link.clover.com/urlshortener/nHsqVC	

Return to: Tomi Morris tmorris@dhcfa.org. Call 302-235-6895 with questions!